

REPORT NO. 1.



WAGE AND SALARY RATE SURVEY-ALBERTA

1 MAY 1960



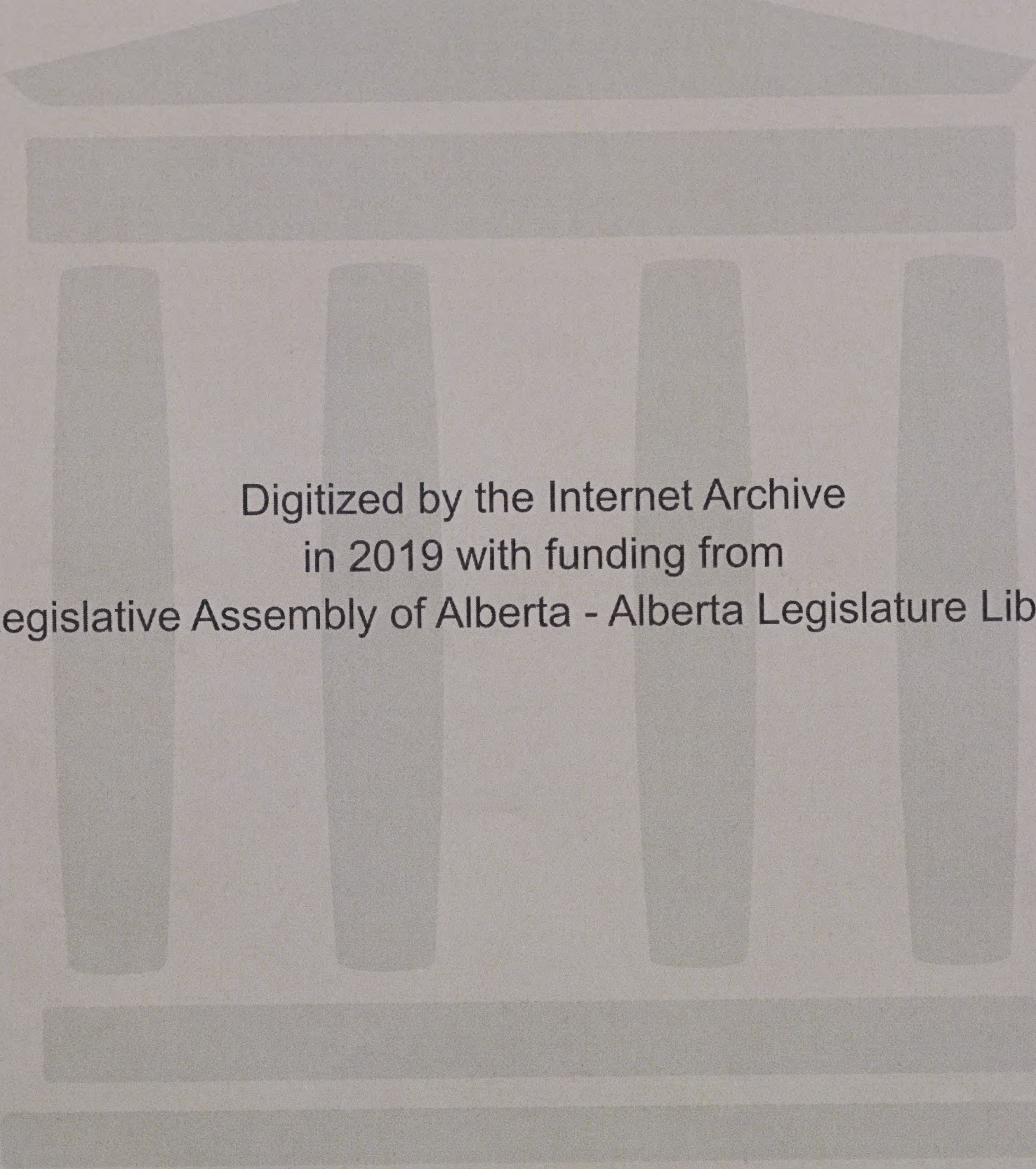
RANGE OF WAGES, WEIGHTED AVERAGES AND MEDIAN

ALBERTA AND FOUR MAJOR CITIES

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PREPARED BY
ALBERTA BUREAU OF STATISTICS
EDMONTON, ALBERTA
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Report # 1

SALARY AND WAGE RATE SURVEY
1 MAY 1960

SECTION I - Page 1

Range of Wages, Weighted Averages and Medians

By Size of Firm

Alberta and Four Major Cities

SECTION II - Page 89

Range of Wages, Weighted Averages and Medians

By Type of Business

Alberta - Calgary - Edmonton

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3. Principal (Senior) Clerk	5	29. Lab Technician	31	58. Men's & Boys' Wear Salesman	69
4. Junior Clerk-Typist	6	30. Lab Assistant	32	59. Home Furnishings Salesperson	70
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11. Accountant and/or Office Supervisor	13	*37. Foreman Mechanic or Service Manager	44, 45	66. Warehouse Checker.....	77
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15. Billing Machine Operator	17	*41. 3rd Class Shift Stationary Engineer	52, 53	70. Warehouse Stockman or Floorman	81
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18. Civil Engineer in Training	20	44. Salesclerk - Smallwares	58	73. Elevator Operator	84
19. Civil Engineer	21	45. Hard Goods Salesperson	59	74. Payroll Clerk	85
20. Electrical Engineer in Training	22	46. Grocery Cashier	60	75. Purchasing Agent	86
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(*) Indicates both monthly and hourly rates shown.

Note: Positions 49, 51 and 52 were not included in the survey.

SECTION 1.

WAGE AND SALARY RATE SURVEY - ALBERTA - 1960

In this section the range of wages, the median wage, and the weighted average wage are given for each position, with ranges shown based on total employment (or size) of the reporting firms. Also shown are the number of employees in each position and the number of firms reporting. Wherever there seemed to be enough employees reported to give a fair representation of the wage structure, similar figures were given for one or more of the cities. Detailed information has not been shown where less than three firms reported for any specific size of firm, or location, but the information is included in the summary wherever possible. In general, the larger the number of firms and of employees reported, the more representative will be the ranges and the averages.

SALARY RANGE:

The "Alberta" range was examined closely for each position and persons with salaries in the upper and lower deciles (the upper and the lower 10%) were deleted and excluded from the report. Some latitude was taken in the editing: all persons in the particular salary group where the "cut-off" point occurred, were retained and included in the report. This accounts for the fact that slightly less than 20% of all employees were finally excluded. (Compare tables B and C).

Only a small sample of the Provincial Civil Service personnel in Edmonton is included.

The relatively small number of persons shown in some positions may bias the true range one way or another.

No allowance has been made in this report, or on the questionnaire, for experience or qualifications of the person in the position. To some extent this explains the wide range and disparity in male-female wages.

RATES OF PAY:

Weekly Rates:

Many firms reported weekly rates of pay for several of the positions. The weekly rates of pay were all converted to monthly rates by the following formula:

$$\frac{\text{Weekly rate of pay} \times 52 \text{ weeks}}{12 \text{ Months}}$$

For a person earning \$60.00 a week, the monthly rate would be -

$$\frac{\$60.00 \times 52}{12} = \$260.00$$

Hourly Rates:

Numerous firms reported both monthly and hourly rates of pay for some positions. For positions 32 to 43 inclusive, both monthly and hourly rates of pay are shown for each position. The

WAGE AND SALARY RATE SURVEY - ALBERTA - 1960 (Continued)

hourly rates of pay were not converted to monthly rates of pay for these positions. For all other positions where hourly rates were reported, the hourly rates of pay were converted to monthly rates by the following formula:

$$\frac{\text{Hourly rate of pay} \times \text{number of hours worked per week} \times 52 \text{ weeks}}{12 \text{ Months}}$$

For example, a person working a 40 hour week at \$1.44 per hour, the monthly rate would be -

$$\frac{1.44 \times 40 \times 52}{12} = \$249.60 \text{ (i.e. \$250)}$$

TYPES OF FIRMS SURVEYED:

Each firm was requested to choose from among 10 types of business, the type most descriptive of its operations. The types of firms are the same as in the 1959 survey.

DEFINITIONS:

Median:

The median wage rate is the rate in a graduated series which divides the series so that half the employees are paid at

equal or higher rates and half at equal or lower rates: (See example below).

Weighted Averages - Method of Computing

<u>No. of Employees</u>		<u>Salary Rate</u> \$		<u>Gross Salary paid</u> \$
1	x	150	=	150
3	x	165	=	495
2	x	180	=	360
1	x	190 (median)	=	190
4	x	205	=	820
2	x	225	=	450
<u>13</u>				<u>2,465</u>

$$\text{Weighted Average } \frac{2465}{13} = \$189.62 \text{ (i.e. \$190.)}$$

Median Salary \$190.

ADDITIONAL REPORTS:

Other reports will be published later covering Fringe Benefit Costs - Alberta, 1959 and Working Conditions -- Alberta, May 1960.

WAGE AND SALARY RATE SURVEY - ALBERTA

1 MAY, 1960

Questionnaires were sent out to ten types of employing organizations during the last week of April 1960

TABLE A. FIRMS REPORTING BY TYPE AND LOCATION

By Type of Firm:	Manu- facturing	Oil Firms	Public Service	Department Stores	Wholesale	Automotive Firms	Financial Firms	Retail Firms	Institutions	Construction Firms	TOTAL
Calgary	39	64	9	9	47	15	20	51	7	19	280
Edmonton	61	32	14	10	66	13	20	52	8	34	310
Lethbridge	18	-	3	1	11	7	9	30	3	12	94
Medicine Hat	13	-	2	3	6	4	9	14	2	5	58
Other Locations ...	18	1	6	4	3	6	5	2	5	4	54
ALBERTA	149	97	34	27	133	45	63	149	25	74	796

TABLE B. EMPLOYEE COVERAGE BY TYPE OF FIRM AND LOCATION

By Type of Firm:	Manu- facturing	Oil Firms	Public Service	Department Stores	Wholesale	Automotive Firms	Financial Firms	Retail Firms	Institutions	Construction Firms	TOTAL
Calgary	1,197	3,404	1,084	1,178	1,045	491	375	1,297	998	1,462	12,531
Edmonton	2,004	827	2,559	1,100	1,612	534	417	1,093	1,310	649	12,105
Lethbridge	258	-	202	127	131	129	79	184	269	199	1,578
Medicine Hat	370	-	205	95	98	66	77	63	161	54	1,189
Other Locations ...	386	5	208	102	25	66	58	19	398	42	1,309
ALBERTA	4,215	4,236	4,258	2,602	2,911	1,286	1,006	2,656	3,136	2,406	28,712

TABLE C. EMPLOYEE COVERAGE BY TYPE OF FIRM AND LOCATION - AFTER UPPER AND LOWER DECILES ELIMINATED

By Type of Firm:	Manu- facturing	Oil Firms	Public Service	Department Stores	Wholesale	Automotive Firms	Financial Firms	Retail Firms	Institutions	Construction Firms	TOTAL
Calgary	1,018	2,436	1,028	1,091	904	421	286	1,118	827	1,313	10,442
Edmonton	1,714	590	2,414	870	1,299	437	310	917	1,177	579	10,307
Lethbridge	180	-	179	115	94	97	45	108	246	171	1,235
Medicine Hat	280	-	191	78	30	49	40	40	133	34	875
Other Locations ...	252	-	149	78	22	37	24	5	336	30	933
ALBERTA	3,444	3,026	3,961	2,232	2,349	1,041	705	2,188	2,719	2,127	23,792

TABLE D. EMPLOYEE COVERAGE BY SEX AND LOCATION

	Male	Female	Total
Calgary	7,630	4,901	12,531
Edmonton	7,288	4,817	12,105
Lethbridge	966	612	1,578
Medicine Hat	801	388	1,189
Other Locations	709	600	1,309
TOTAL	17,394	11,318	28,712

TABLE E. EMPLOYEE COVERAGE BY SEX AND LOCATION AFTER UPPER AND LOWER DECILES ELIMINATED

	Male	Female	Total
Calgary	6,368	4,074	10,442
Edmonton	6,184	4,123	10,307
Lethbridge	779	456	1,235
Medicine Hat	592	283	875
Other Locations	478	455	933
TOTAL	14,401	9,391	23,792

PAY PRACTICES AFFECTING OFFICE AND NON-OFFICE EMPLOYEES
IN ALBERTA FIRMS - MAY 1, 1960

FREQUENCY OF PAY DAY						
	Monthly	Twice a Month	Every Two Weeks	Weekly	Other	TOTAL
<u>For Office Employees</u>						
Number of Firms Reporting	112	460	103	99	2	776
Percent of Total Firms	14.4	59.3	13.2	12.8	.3	100.0
<u>For Non-Office Employees</u>						
Number of Firms Reporting	63	317	152	182	1	715
Percent of Total Firms	8.8	44.3	21.3	25.5	.1	100.0

METHOD OF PAYMENT				
	By Cash	By Cheque	Other	TOTAL
<u>For Office Employees</u>				
Number of Firms Reporting	87	633	35	755
Percent of Total Firms	11.5	83.9	4.6	100.0
<u>For Non-Office Employees</u>				
Number of Firms Reporting	88	577	16	681
Percent of Total Firms	12.9	84.7	2.4	100.0

MONTHLY SALARY AND WAGE RATES

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Position 1. JUNIOR CLERK

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	31	24	175	282	210	215	9	9	175	282	200	213	15	10	180	250	210	215						
	F	60	50	150	227	180	179	25	22	150	227	180	184	26	19	150	215	180	178	5	5	150	200	160	168
40 - 99	M	67	32	180	260	205	209	40	20	185	260	197	204	25	11	180	260	215	214						
	F	159	60	150	227	178	181	72	27	150	227	178	180	74	27	150	227	180	183						
100-399	M	115	43	174	285	220	223	63	23	174	283	215	219	39	18	180	281	220	223						
	F	275	49	150	228	190	186	107	24	150	228	185	184	143	19	150	225	190	190	9	3	156	209	182	182
400 +	M	60	15	180	285	227	228	31	8	190	280	239	236	19	5	180	275	210	216						
	F	205	24	155	226	195	195	115	9	155	226	200	199	80	13	165	225	195	190						
Summary	M	273	114	174	285	215	220	143	60	174	283	212	218	98	44	180	281	215	218	13	4	179	285	200	209
	F	699	183	150	228	190	187	319	82	150	228	190	188	323	78	150	227	190	187	19	5	150	195	182	177

Definition of Duties: Performs beginning level clerical work of a routine nature; sorts and distributes mail; addresses, stuffs, and stamps envelopes; keeps simple office records; operates standard office equipment such as adding machines, mimeograph and ditto; makes simple arithmetical computations.

MONTHLY SALARY AND WAGE RATES

Position 2. GENERAL (INTERMEDIATE) CLERK

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)			\$	\$	\$			\$	\$	\$			\$	\$	\$			\$	\$	\$			\$	\$	\$
1 - 39	M	131	78	250 425	315 322	50	32	250 425	340 338	62	34	250 420	303 313	6	5	250 350	279 284	6	4	250 365	320 310				
	F	154	93	180 315	220 227	53	36	185 315	225 235	47	33	180 314	225 233	29	11	184 303	212 221	16	6	180 266	202 210				
40 - 99	M	261	72	250 430	350 335	162	35	250 430	350 337	90	29	250 425	335 334	6	5	270 379	305 314								
	F	148	51	180 315	225 235	58	22	180 315	240 240	82	25	180 315	235 236												
100-399	M	472	68	250 432	321 332	229	30	250 432	346 348	219	27	250 432	305 317	12	6	260 392	340 334	9	4	250 325	300 287				
	F	328	53	180 315	235 239	119	22	181 315	249 249	186	21	185 315	230 235	6	3	217 260	237 237	10	4	180 303	190 208				
400 +	M	319	25	250 430	335 348	231	12	250 430	350 356	83	12	257 425	325 329												
	F	143	17	180 315	250 251	67	5	216 315	255 252	71	10	180 315	250 250												
Summary	M	1183	243	250 432	330 336	672	109	250 432	350 347	454	102	250 432	313 322	24	16	250 392	306 316	20	9	250 368	303 302				
	F	773	214	180 315	235 238	297	85	180 315	242 245	386	89	180 315	235 238	36	15	184 303	217 223	32	13	180 303	195 209				

Definition of Duties: Performs a variety of Clerical duties, under general supervision, involving a good knowledge of office clerical procedures and methods. Gathers source material for reports; maintains and balances various types of ledger accounts; does posting of fairly complex records, etc.; may have responsibility for handling limited funds; may involve personal contact with the public. Assigns routine work to others in work-leader capacity with limited responsibility for disciplinary supervision.

MONTHLY SALARY AND WAGE RATES

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Position 3. PRINCIPAL (SENIOR) CLERK

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)			\$	\$	\$			\$	\$	\$			\$	\$	\$			\$	\$	\$			\$	\$	\$
1 - 39	M 78	70	336 600	438	443	26	22	350 600	466	469	30	27	336 600	410	428	6	6	367 558	415	428	9	9	350 500	420	406
	F 18	14	225 375	283	291	4	4	250 350	350	304	5	5	260 357	340	315										
40 - 99	M 76	42	335 600	437	452	32	18	350 600	445	466	40	21	335 600	431	441										
	F 8	7	250 375	295	307						6	5	250 375	321	316										
100-399	M 153	38	335 600	400	418	77	18	336 600	400	425	63	14	335 574	400	414						8	3	335 410	360	364
	F 19	10	238 375	330	323						16	7	238 375	335	321										
400 +	M 83	15	340 600	457	469	58	6	340 600	458	468	23	8	375 596	460	474										
	F 5	3	283 374	313	329																				
Summary	M 390	165	335 600	430	441	193	64	336 600	435	451	156	70	335 600	430	433	13	10	360 585	400	429	18	13	335 500	370	391
	F 50	34	225 375	315	310	9	9	250 368	325	314	31	19	238 375	330	319										

Definition of Duties: Acts as office manager in a medium-size office, and supervises the work of from 10 to 20 employees; assigns work and checks its progress and completion; orders supplies; directs keeping of records and files.

MONTHLY SALARY AND WAGE RATES

Position 4. JUNIOR CLERK-TYPIST

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT									
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average						
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$						
1 - 39	M																													
	F	45	36	165	236	200	197	17	15	170	235	215	205	23	16	165	230	200	194	3	3	165	170	170	168					
40 - 99	M																													
	F	128	49	165	236	200	198	49	26	167	235	210	207	77	22	165	236	185	193											
100-399	M																													
	F	250	50	165	236	190	194	60	19	165	236	210	207	170	22	165	235	190	190	7	3	165	175	167	167	6	3	165	185	182
400 +	M																													
	F	141	19	165	235	200	200	63	5	182	229	205	205	75	13	165	235	200	196											
Summary	M																													
	F	564	154	165	236	196	196	189	65	165	236	206	206	345	73	165	236	190	192	10	6	165	175	167	168	7	4	165	191	182

Definition of Duties: Types reports, case records, statements, letters, charts, and other material from copy and rough drafts; performs simple clerical work such as receiving and distributing mail, checking computations, maintaining mailing lists, filing and operating a mimeograph or ditto. This is a beginning level position.

MONTHLY SALARY AND WAGE RATES

Position 5. SENIOR CLERK-TYPIST

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M																								
	F	55	41	190	276	240	238	25	18	190	275	254	245	37	20	190	276	238	234						
40 - 99	M																								
	F	60	29	190	270	221	225	23	15	200	270	240	235	36	13	190	265	215	220						
100-399	M																								
	F	89	40	195	280	225	230	28	17	195	260	255	253	43	17	195	266	220	222	12	3	195	255	220	220
400 +	M																								
	F	154	21	190	274	237	239	87	9	210	274	249	243	65	11	190	270	234	234						
Summary	M																								
	F	358	131	190	280	235	234	163	59	190	280	249	244	171	61	190	276	227	228	14	5	195	255	210	216

Definition of Duties: Types reports, case records, statements, etc., from copy and rough drafts which are very detailed and involve a high degree of accuracy and speed. May also perform clerical duties requiring some judgment and initiative.

MONTHLY SALARY AND WAGE RATES

Position 6. JUNIOR STENOGRAPHER

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M																								
	F	36	26	182	255	203	209	22	12	182	240	200	205	13	13	189	255	210	215						
40 - 99	M																								
	F	64	35	180	257	225	224	28	18	188	256	225	226	33	14	182	257	225	225						
100-399	M																								
	F	170	41	180	256	215	215	96	26	180	256	223	223	72	13	180	255	200	204						
400 +	M																								
	F	93	26	180	257	225	221	47	11	185	255	229	225	42	14	180	257	216	218						
Summary	M																								
	F	363	128	180	257	218	217	193	67	180	256	224	222	160	54	180	257	210	213	4	4	180	217	210	204

Definition of Duties: Takes and transcribes routine dictation; does general typing and simple clerical work; prepares simple tabulations; keeps time records, occasionally operates duplicating machines and other office machines. This is a beginning level position.

MONTHLY SALARY AND WAGE RATES

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Position 7. STENOGRAPHER

	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)			\$	\$	\$			\$	\$	\$			\$	\$	\$			\$	\$	\$
M																				
1 - 39																				
F	208	136	200 310	238	242	91	57	200 310	240	247	94	61	200 310	238	242	13	10	200 300	218	233
M																				
40 - 99																				
F	207	93	200 310	250	250	109	44	200 310	255	255	84	41	200 310	246	247	10	5	200 257	240	230
M																				
100-399																				
F	372	77	200 310	260	257	191	39	200 310	265	265	172	32	200 300	250	250			6 3	200 210	202 204
M																				
400 +																				
F	226	29	202 310	270	262	135	12	205 310	270	266	88	15	202 310	257	255					
M																				
Summary																				
F	1013	335	200 310	255	253	526	152	200 310	260	260	438	149	200 310	250	249	25	17	200 300	225	233
M																				

Definition of Duties: Takes dictation, transcribes, lays out and types a variety of correspondence and reports, etc., for one or more individuals. May maintain files, answer telephones, handle mail, maintain simple records and perform routine straight-forward clerical duties. Job level above Junior Stenographer but not equal to secretarial job

MONTHLY SALARY AND WAGE RATES

Position 8. SECRETARY

	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)			\$	\$	\$			\$	\$	\$			\$	\$	\$			\$	\$	\$
1 - 39																				
M																				
F	97	68	240 355	281	286	45	29	240 355	285	289	48	35	240 347	281	285					
40 - 99																				
M																				
F	104	48	240 369	275	286	58	24	245 362	275	285	43	21	240 369	280	284					
100-399																				
M																				
F	187	52	240 374	315	310	103	27	245 374	325	322	75	22	240 374	300	301					
400 +																				
M																				
F	83	28	240 374	300	303	41	12	257 374	330	322	37	15	240 331	283	284					
Summary																				
M																				
F	471	196	240 374	295	298	247	92	240 374	305	308	283	93	240 374	285	290	10	4	240 275	250	250

Definition of Duties: Takes dictation, transcribes, lays out and types a variety of correspondence, reports, minutes of meetings, etc., often of a technical nature, for department head or junior executive. Relieves supervisor of routine administrative detail by arranging his appointments, composing and typing replies to routine correspondence for his signature; interviewing callers to determine nature of their business; answering telephone queries; transmitting instructions, etc., sets up and maintains filing systems and various confidential records. Work requires good knowledge of departmental personnel and their functions. (N.B. Does not include secretaries to Senior Executives).

MONTHLY SALARY AND WAGE RATES

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Position 9. BOOKKEEPER

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	45	41	275	530	325	345	15	15	285	530	325	361	24	20	275	425	325	340	5	5	275	398	340	337
	F	71	65	195	335	250	257	21	19	195	325	250	258	35	31	200	335	260	263	7	7	199	300	231	239
40 - 99	M	30	24	275	500	374	376	15	11	275	500	410	404	11	10	275	440	368	356						
	F	29	27	205	335	260	258	12	11	225	335	275	283	12	11	206	303	245	247	3	3	225	250	225	233
100-399	M	85	30	280	535	390	394	43	14	300	535	417	418	35	11	280	529	340	367	7	5	281	500	380	380
	F	27	21	195	330	271	264	9	6	195	328	295	278	14	12	195	330	262	262						
400 +	M	89	13	310	535	495	474	69	4	390	535	505	487	19	8	310	535	450	431						
	F	8	7	225	319	273	271							6	6	225	319	255	262						
Summary	M	249	108	275	535	416	412	142	44	275	535	445	444	89	49	275	535	346	372	13	11	275	500	350	361
	F	135	120	195	335	260	260	44	37	195	335	276	271	67	60	195	335	260	260	11	11	199	300	230	236

Definition of Duties: Maintains a uniform double-entry set of books; maintains journals and general ledgers of financial transactions, including revenue and expenditure analyses; posts and balances general and subsidiary ledgers; prepares claims and pay-rolls; may supervise several juniors engaged in related duties.

MONTHLY SALARY AND WAGE RATES

Position 10. ACCOUNTANT

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	24	24	425	750	575	571	12	12	425	750	587	588	12	12	450	725	550	554						
	F																								
40 - 99	M	25	23	433	764	563	562	17	15	433	764	563	563	8	8	475	650	568	561						
	F																								
100-399	M	47	18	450	780	575	588	39	13	450	780	575	591	7	4	495	780	550	582						
	F																								
400 +	M	24	12	435	785	540	585	15	5	435	785	584	583	8	6	430	700	510	547						
	F																								
Summary	M	120	77	425	785	568	578	83	45	425	765	575	583	35	30	450	780	550	571						
	F																								

Definition of Duties: This position requires the incumbent to hold a professional degree in accounting. Duties include preparing financial statements and balance sheets, setting up new accounts and ledgers, auditing accounts, and preparing budgets. Supervises a group of clerical workers operating the accounting system.

MONTHLY SALARY AND WAGE RATES

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Position 11. ACCOUNTANT AND/OR OFFICE SUPERVISOR

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT										
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average							
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$							
1 - 39	M	102	97	340	635	425	446	33	32	345	635	435	465	39	37	346	625	460	468	14	13	340	500	382	392	6	5	350	480	384	409
	F	10	10	279	409	315	317	5	5	280	409	325	335																		
40 - 99	M	90	66	340	608	455	459	40	30	340	604	485	472	37	25	346	608	450	457	7	5	350	455	410	405						
	F	20	16	250	475	327	339	5	5	250	350	309	311	12	8	250	475	360	350												
100-399	M	79	51	342	623	490	488	41	22	342	623	497	507	30	21	365	620	478	477	5	5	390	475	455	437						
	F	3	3	270	350	273	297																								
400 +	M	48	23	346	635	525	518	31	10	425	635	541	542	15	11	346	625	435	470												
	F																														
Summary	M	319	237	340	635	475	471	145	94	340	635	496	495	121	94	346	625	456	467	26	23	340	500	400	404	10	9	350	572	422	436
	F	34	30	250	475	312	327	12	12	250	409	325	321	15	11	250	475	310	337												

Definition of Duties: Duties and degree of supervision required of the incumbent are closely related to those of the Accountant, but the incumbent is not possessed of a professional degree in accountancy.

MONTHLY SALARY AND WAGE RATES

Position 12. TELEPHONE OPERATOR

	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)			\$	\$	\$			\$	\$	\$			\$	\$	\$			\$	\$	\$
1 - 39																				
M																				
F	59	53	170 270	205	209	29	29	170 252	200	207	30	29	175 270	215	211					
40 - 99																				
M																				
F	90	84	170 270	215	212	45	42	170 270	220	215	41	34	170 270	205	210	3	3	170 240	190	200
100-399																				
M																				
F	107	69	170 270	213	217	54	29	180 270	211	221	41	30	171 265	222	223	6	5	175 210	180	184
400 +																				
M																				
F	79	28	182 270	230	230	28	13	182 270	240	239	50	14	185 270	225	224					
Summary																				
M																				
F	335	238	170 270	220	217	156	113	170 270	220	220	162	111	170 270	220	218	9	8	170 240	182	189

Definition of Duties: Operates a branch telephone switchboard and gives routine information to the public; answers telephone calls; places long distance calls, and keeps records of calls and toll charges; does simple clerical or typing tasks.

MONTHLY SALARY AND WAGE RATES

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Position 13. CALCULATING MACHINE OR COMPTOMETER OPERATOR

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M																								
	F	19	14	186	286	242	241	9	6	200	286	230	236	8	5	204	286	263	257						
40 - 99	M																								
	F	46	26	185	281	220	220	23	17	190	275	234	229	21	8	185	281	210	211						
100-399	M																								
	F	76	30	185	281	225	227	51	17	185	281	235	231	24	12	185	265	210	217						
400 +	M	5	3	210	337	285	273																		
	F	108	17	187	285	245	241	71	7	187	285	245	241	36	9	195	285	248	244						
Summary	M	7	5	210	337	234	259	4	3	215	337	304	290												
	F	249	87	185	286	235	233	154	47	185	286	236	236	89	35	185	286	225	230	4	4	186	220	205 204	

Definition of Duties: Operates Comptometer or Friden, Marchant or Burroughs type of calculating machines in checking extensions and additions on invoices, statements, etc., and in computing taxes, discounts, payrolls, interest, etc. Emphasis on machine operation, but work may involve minor clerical duties as well.

MONTHLY SALARY AND WAGE RATES

Position 14. BOOKKEEPING MACHINE OPERATOR

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	7	5	2 15	3 54	2 45	2 64																		
	F	62	46	158	275	200	203	21	16	158	275	230	228	15	13	175	272	215	212	10	8	160	225	190 189	
40 - 99	M	3	3	230	325	262	272																		
	F	81	54	162	280	225	219	41	31	173	280	240	233	31	18	162	275	200	202						
100-399	M	8	4	210	342	255	267																		
	F	115	47	163	280	220	220	62	22	163	280	216	217	46	19	173	280	220	225						
400 +	M	6	4	221	384	288	296	4	3	276	384	322	326												
	F	25	16	195	275	240	243	11	7	205	274	260	249	13	8	205	275	240	242						
Summary	M	24	16	210	384	258	274	12	8	210	384	305	290	9	6	220	354	245	260						
	F	283	163	158	280	217	218	135	76	158	280	229	226	105	58	162	280	220	218	17	12	160	258	190 196	

Definition of Duties:

Prepares and maintains ledger cards by making machine posting of debits, credits and balances, using standard bookkeeping machine having both alphabetic and numeric keyboards with calculating and cumulative attachments. Works under supervision of Accountant, but duties require some knowledge of company accounting procedures and policies, and a background of bookkeeping principles. Maintains files of related source documents.

MONTHLY SALARY AND WAGE RATES

Position 15. BILLING MACHINE OPERATOR

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M																								
	F	14	13	180	271	215	213	6	5	185	232	208	209	7	7	180	271	215	219						
40 - 99	M	3	3	220	280	275	258	3	3	220	280	275	258												
	F	30	18	170	275	215	212	12	7	175	275	217	223	15	8	173	255	195	209	3	3	170	217	170	185
100-399	M																								
	F	16	12	175	275	225	220	6	5	175	275	232	232	5	3	205	230	225	219	3	3	195	242	218	218
400 +	M																								
	F	22	7	173	275	232	234	11	3	205	275	260	247	9	3	190	275	230	230						
Summary	M	4	4	220	280	258	254	4	4	220	280	258	254												
	F	82	50	170	275	217	219	35	20	175	275	230	230	36	21	173	275	215	217	7	7	170	242	195	200

Definition of Duties: Prepares invoices or monthly bills from accounting records prepared by others, checking accuracy and completeness of billing data in course of work. Operates electrically-powered or manual-type machine. Sorts copies of prepared bills for appropriate distribution. Majority of time is spent in typing bills.

MONTHLY SALARY AND WAGE RATES

Position 16. KEYPUNCH OPERATOR

		ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
		No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)				\$	\$	\$			\$	\$	\$			\$	\$	\$			\$	\$	\$
1 - 39	M																				
	F																				
40 - 99	M																				
	F	7	3	250 285	250	261															
100-399	M																				
	F	32	12	210 285	250	254	26	10	210 285	265	255										
400 +	M																				
	F	58	10	210 290	250	251	33	7	215 290	262	262	25	3	210 275	235	236					
Summary	M																				
	F	98	26	210 290	250	252	61	18	210 290	262	259	37	8	210 285	246	241					

Definition of Duties: Operates alphabetic or numeric key-punch machine and verifiers in recording data on tabulating cards; assists a tabulating machine operator in simple sorting and tabulating operations; assists in coding original data to facilitate entering on punch cards; does related clerical work.

MONTHLY SALARY AND WAGE RATES

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Position 17. TABULATING MACHINE OPERATOR

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)			\$	\$	\$			\$	\$	\$			\$	\$	\$			\$	\$	\$			\$	\$	\$
1 - 39																									
40 - 99																									
100-399																									
400 +																									
Summary																									

Definition of Duties: Operates sorting and tabulating machines used in processing tabulating cards; makes necessary wiring and other adjustments to tabulating equipment to permit varied kinds of tabulations and sorts; makes reconciliations; prepares reports and statements; does related clerical work.

MONTHLY SALARY AND WAGE RATES

Position 18. CIVIL ENGINEER IN TRAINING

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	10	9	400	485	437	440						7	6	400	485	425	430							
	F																								
40 - 99	M	20	5	395	580	441	455						14	3	395	490	441	444							
	F																								
100-399	M	5	4	375	515	400	423						4	3	375	515	412	428							
	F																								
400 +	M	12	5	404	585	441	483	10	3	404	585	441	481												
	F																								
Summary	M	47	23	375	585	440	455	17	6	400	585	443	478	27	14	375	556	425	441						
	F																								

Definition of Duties: This position requires the incumbent to hold a university degree in engineering. Performs beginning level professional office and field civil engineering work, including the performance of instrument work in surveying property and building sites; performs simple engineering work in inspecting and testing on construction and maintenance projects; prepares designs, plans, specifications and estimates requiring the use of limited independent judgment.

MONTHLY SALARY AND WAGE RATES

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Position 19. CIVIL ENGINEER

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	30	18	475	755	600	584						21	12	500	700	600	580							
	F																								
40 - 99	M	43	11	475	800	610	622	19	6	500	725	550	592	22	3	475	800	625	640						
	F																								
100-399	M	34	16	475	800	610	619	6	3	475	800	650	625	23	10	475	800	610	622						
	F																								
400 +	M	38	6	476	742	624	614	16	4	498	675	585	583												
	F																								
Summary	M	145	51	475	800	600	611	46	15	475	800	585	596	88	27	475	800	610	620	6	4	475	650	575	558
	F																								

Definition of Duties: Registration in the Association of Professional Engineers. Has charge of the maintenance, location and design, or construction of engineering projects. Directs and supervises the activities of the field and office; makes decisions as to procedures and methods.

MONTHLY SALARY AND WAGE RATES

Position 20.

ELECTRICAL ENGINEER IN TRAINING

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)			\$	\$	\$			\$	\$	\$			\$	\$	\$			\$	\$	\$			\$	\$	\$
1 - 39																									
40 - 99																									
100-399																									
400 +																									
Summary																									

Definition of Duties: This position requires the incumbent to hold a university degree in electrical engineering. Performs beginning level professional office, plant or field work including design, plans and specifications, installations and maintenance, requiring the use of limited independent judgment.

MONTHLY SALARY AND WAGE RATES

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Position 21. ELECTRICAL ENGINEER

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)			\$	\$	\$			\$	\$	\$			\$	\$	\$			\$	\$	\$			\$	\$	\$
1 - 39																									
40 - 99																									
100-399																									
400 +																									
Summary																									

Definition of Duties: Registration in the Association of Professional Engineers of Alberta. Has charge of maintenance, design and construction of engineering projects; directs and supervises the activities of field, plant and office staffs; makes decisions as to procedures and method.

MONTHLY SALARY AND WAGE RATES

Position 22. DRAFTSMAN IN TRAINING

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	17	13	250	318	275	274	5	3	250	318	260	270	8	7	250	316	267	276						
	F																								
40 - 99	M	33	14	235	357	296	293	18	7	235	350	276	284	13	5	250	357	300	308						
	F																								
100-399	M	44	18	235	359	280	280	14	8	235	359	295	294	29	9	240	300	270	273						
	F	4	3	246	367	361	333	4	3	246	367	361	333												
400 +	M	17	8	238	365	270	278	10	4	254	300	272	277	5	3	260	365	283	291						
	F																								
Summary	M	111	53	235	365	275	282	47	22	235	359	275	284	55	24	240	365	283	283	4	3	275	275	275	275
	F	7	5	246	367	270	303	7	5	246	367	270	303												

Definition of Duties: Under direction prepares simple drawings from sketches, field party notes, survey notes and other basic data; does some computations in connection with these drawings; prepares tracings of maps, engineering plans, etc.

MONTHLY SALARY AND WAGE RATES

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Position 23. DRAFTSMAN

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	34	27	315	475	375	381	12	11	325	470	366	380	20	14	315	475	400	387						
	F																								
40 - 99	M	104	31	315	475	375	387	55	16	315	475	375	386	48	14	320	470	385	389						
	F	3	3	250	300	270	273					270	270												
100-399	M	179	35	310	475	390	391	84	16	317	475	400	396	38	16	310	475	385	389						
	F	4	3	290	404	356	351	4	3	290	404	356	351												
400 +	M	113	16	310	475	370	368	51	7	310	475	355	363	58	7	313	450	370	368						
	F																								
Summary	M	430	109	310	475	375	384	202	50	310	475	375	384	214	51	310	475	375	383						
	F	9	7	250	404	315	326	7	5	270	404	319	340							5	4	317	411	368 359	

Definition of Duties: Prepares finished drawings from sketches, field party notes, survey notes and other basic data; does all computations in connection with these drawings; prepares tracings of maps, engineering plans, etc.

Position 24. ARCHITECT (INEXPERIENCED)

		ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
		No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)				\$	\$	\$			\$	\$	\$			\$	\$	\$			\$	\$	\$
1 - 39																					
40 - 99		M	3	3	3 6 2	4 2 5	3 7 5	3 8 7													
100-399		F																			
400 +		M																			
Summary		F	7	6	3 6 2	5 0 0	4 2 5	4 1 9	5	4	3 7 5	5 0 0	4 2 5	4 2 5							
Definition of Duties		Performs general architectural work concerned with the design, layout and specifications of buildings, usually small structures.																			

Definition of Duties:	Performs general architectural work concerned with the design, layout and specifications of buildings, usually small structures.
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MONTHLY SALARY AND WAGE RATES

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Position 25. ARCHITECT (EXPERIENCED)

	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)			\$	\$	\$			\$	\$	\$			\$	\$	\$			\$	\$	\$
1 - 39	M	8	5	4 7 0	6 7 5	5 5 7	5 5 4				7	4	4 7 0	6 7 5	5 5 0	5 4 7				
	F																			
40 - 99	M	7	4	4 7 5	8 3 3	6 2 5	6 2 4	6	3	4 7 5	8 3 3	6 3 7	6 3 6							
	F																			
100-399	M																			
	F																			
400 +	M																			
	F																			
Summary	M	21	11	4 7 0	8 3 3	5 6 5	5 9 5	6	3	4 7 5	8 3 3	6 3 7	6 3 6	14	7	4 7 0	7 5 5	5 6 5	5 7 8	
	F																			

Definition of Duties: Performs general architectural work concerned with the design, layout and specifications of buildings, usually larger in nature, and acts as co-ordinator for purposes of preparing final plans.

HOME ECONOMIST OR DIETICIAN

Definition of Duties:	Incumbent must have a degree in home economics or dietetics from a recognized university. Duties could require menu planning, ordering of foodstuffs, responsibility for food preparation, keeping of records and approval of invoices, etc. and general supervision of staff; or the distribution of practical information to the public through meetings, broadcasts, demonstration, prepared pamphlets, etc.
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MONTHLY SALARY AND WAGE RATES

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Position 27. NURSE

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT									
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average						
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$						
1 - 39	M																													
	F																													
40 - 99	M																													
	F	8	3	270	315	280	283																							
100-399	M																													
	F	443	13	270	330	288	288	122	4	270	320	290	292																	
400 +	M																													
	F	816	16	270	330	288	289	253	4	274	329	299	299	518	10	270	330	280	284											
Summary	M																													
	F	1267	32	270	330	288	289	378	9	270	329	290	297	550	13	270	330	285	285	136	3	270	330	280	287	71	3	275	325	285

Definition of Duties: Incumbent must possess the designation R.N. and should have practical experience as a professional nurse or specialized institutional or industrial training. Duties could include: standard nursing services, health education procedures, treatment of injuries, etc., and maintenance of adequate medical and health records.

Position 28. NURSE'S AIDE OR PRACTICAL NURSE

Definition of Duties:	Incumbent should possess a certificate as a Nurse's Aide and should have some previous practical experience. Duties would be confined to assisting a registered nurse and incumbent would normally be under fairly close supervision.
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MONTHLY SALARY AND WAGE RATES

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Position 29. LAB TECHNICIAN

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	5	3	3 65	5 00	3 75	4 06																		
	F																								
40 - 99	M	3	3	3 25	4 70	3 40	3 78																		
	F																								
100-399		23	9	2 89	4 75	3 50	3 68						20	6	2 89	4 75	3 50	3 64							
	F	5	4	2 95	3 50	3 20	3 27																		
400 +	M	16	4	3 00	5 10	4 17	4 23																		
	F																								
Summary	M	47	19	2 89	5 10	3 85	3 91	6	6	3 25	4 70	3 78	3 86	36	11	2 89	5 10	4 05	3 92						
	F	13	6	2 95	4 15	3 40	3 44																		

Definition of Duties: Incumbent must have university degree plus specialized training or experience as a laboratory technician. Duties would include those normally required for an institutional or industrial technician and would be required to carry out assignments with little or no supervision and maintain accurate records and reports. May be required to supervise assistants.

MONTHLY SALARY AND WAGE RATES

Position 30. LAB ASSISTANT

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	16	5	250	350	291	292						14	4	250	350	291	294							
	F																								
40 - 99	M	14	9	250	380	307	316						5	3	286	380	350	340							
	F																								
100-399	M	50	11	250	375	310	305	14	7	260	370	348	329	36	4	250	375	290	296						
	F	20	6	180	320	246	252																		
400 +	M	41	5	240	390	325	324	12	3	285	390	330	326												
	F	19	6	185	290	216	230							14	3	185	280	215	228						
Summary	M	121	30	240	390	315	311	28	12	260	390	330	325	84	13	240	385	315	308						
	F	42	15	180	320	240	241	8	4	213	262	230	234	25	5	185	320	260	250						

Definition Incumbent should have good formal educational background at least at the high school level and be capable of doing the job.

Definition
of Duties:

Incumbent should have good formal educational background at least at the Jr. Matric. level, and preferably some training or experience in laboratory work. Duties would require the incumbent to perform routine tests and to generally assist the technicians. Work would be subject to close supervision or inspection by a qualified laboratory technician.

MONTHLY SALARY AND WAGE RATES

33

Position 31. CHEMIST

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	7	4	4 30	5 23	5 45	5 11																		
	F																								
40 - 99	M																								
	F																								
100-399	M	10	13	4 13	7 35	5 17	5 44	5	4	4 13	6 10	4 75	5 12	6	4	4 42	7 35	5 89	5 91						
	F	3	3	3 50	4 50	4 42	4 14																		
400 +	M	24	4	3 90	7 45	5 10	5 39							25	4	3 90	7 00	5 00	5 13						
	F																								
Summary	M	59	25	3 90	7 45	5 10	5 29	12	7	4 13	7 45	5 79	5 59	35	11	3 90	7 35	5 00	5 25	3	3	4 45	5 85	5 20	5 16
	F	7	5	3 50	5 00	4 42	4 34	3	3	3 50	4 52	4 50	4 17												

Definition of Duties: Incumbent must be a graduate in chemistry from a recognized university and should have specialized training or experience in public health or industrial applications. Would normally be required to work under a minimum of supervision and be able to supervise junior staff.

MONTHLY SALARY AND WAGE RATES

Position 32.

LABOURER - Monthly Rate (dollars per month)

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	9 4	1 7	2 2 7	3 5 0	2 6 0	2 7 4	1 9	4	2 2 7	3 5 0	2 4 9	2 5 0	5 4	8	2 3 4	3 5 0	2 8 3	2 8 8						
	F																								
40 - 99	M	1 0 8	9	2 3 5	3 8 5	2 9 5	3 0 6	4 5	4	2 5 0	3 8 5	2 8 5	3 0 3												
	F																								
100-399	M	1 7 7	5	2 2 7	3 6 4	3 2 0	3 2 1							4 7	3	2 7 0	2 9 8	2 9 5	2 9 4						
	F																								
400 +	M																								
	F																								
Summary	M	3 8 7	3 3	2 2 7	3 8 5	2 9 8	3 0 4	1 9 4	1 0	2 2 7	3 8 5	3 2 0	3 1 7	1 3 0	1 5	2 3 3	3 8 5	2 9 5	3 0 1						
	F	1 3	3	1 1 5	2 6 2	2 5 8	2 1 8																		

Definition of Duties: Performs routine manual work requiring no special previous training or experience but involving physical effort in the performance of such tasks as: digging and filling trenches, loading and unloading materials on trucks and carriers, and hand trucking materials. Uses a variety of common hand tools including pick, shovel, mattock, axe, crowbar, and sledge-hammer. Work is closely supervised and frequently checked in process and upon completion.

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LABOURER - Hourly Rate (cents per hour)

[illegible]

MONTHLY SALARY AND WAGE RATES

Position 33. LABOUR FOREMAN - Monthly Rate (dollars per month)

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT					
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average		
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$		
1 - 39	M	36	27	290 421	355	359	9	6	300 425	411	378	9	8	290 481	361	356	7	5	303 425	400	371					
	F																									
40 - 99	M	56	19	292 541	385	373	19	6	300 470	350	371	11	6	292 541	346	381	9	3	300 417	417	392					
	F																									
100-399	M	68	13	310 560	450	423	36	4	315 550	468	438	27	6	310 560	400	392										
	F																									
400 +	M	7	5	325 425	475	438																				
	F																									
Summary	M	167	64	290 560	396	393	68	18	300 550	425	412	48	21	290 560	361	381	16	8	300 425	402	383	12	6	300 500	366	395
	F																									

Definition of Duties: Directs a small crew of labourers, performing such work as excavating or moving lumber, gravel or dirt; may work with crew assisting personally in performance of work.

MONTHLY SALARY AND WAGE RATES

Position 33. LABOUR FOREMAN - Hourly Rate (cents per hour)

[illegible]

MONTHLY SALARY AND WAGE RATES

Position 34. LIGHT TRUCK DRIVER - Monthly Rate (dollars per month)

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	85	61	185	319	239	235	33	26	185	314	238	238	31	20	195	319	235	238	11	8	190	250	238	223
	F																								
40 - 99	M	39	37	195	346	260	260	41	13	185	320	299	274	33	18	185	346	238	247	11	3	190	303	229	250
	F																								
100-399	M	39	21	185	346	281	268	34	7	185	303	238	238	54	10	190	346	305	284						
	F																								
400 +	M	94	6	238	355	329	326	43	3	238	354	325	309	41	3	303	355	355	345						
	F																								
Summary	M	357	125	185	355	276	272	151	49	185	354	265	268	159	51	185	355	305	283	27	12	190	325	240	247
	F																			5	4	242	286	281	268
Definition: Drives a panel or other light or median truck in one direction, or a light																									

Definition of Duties: Drives a panel or other light or medium truck in carrying materials or in making collections or deliveries; may service but does not repair equipment; keeps simple records.

MONTHLY SALARY AND WAGE RATES

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Position 34. LIGHT TRUCK DRIVER - Hourly Rate (cents per hour)

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			¢		¢	¢			¢		\$	¢			¢		¢	¢			¢		¢	¢	
1 - 39	M	15	13	150	185	160	160	6	5	150	185	150	161	8	7	150	175	160	161						
	F																								
40 - 99	M	10	2	150	176	155	159	4	4	155	175	160	162	6	4	150	176	152	157						
	F																								
100-399	M	86	13	150	187	170	169							52	8	155	187	171	168						
	F																								
400 +	M	199	5	160	185	172	172					180	180	196	3	171	183	172	172						
	F																								
Summary	M	310	40	150	187	172	170	15	13	150	185	155	163	262	22	150	187	172	170						
	F																			19	4	150	170	170	168

MONTHLY SALARY AND WAGE RATES

Position 35. MEDIUM TRUCK DRIVER - Monthly Rate (dollars per month)

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	37	16	230	335	250	260						8	5	230	310	285	271	4	3	240	335	250	268	
	F																								
40 - 99	M	25	7	235	332	305	302	13	3	238	338	339	324	6	3	235	325	250	260						
	F																								
100-399	M	5	4	265	299	285	281																		
	F																								
400 +	M																								
	F																								
Summary	M	69	29	230	338	275	278	24	8	238	338	301	298	17	11	230	325	260	270	4	3	240	335	250	268
	F																								

Definition of Duties: Drives 2-ton dump truck or other similar vehicle in carrying sand, gravel, etc. Services but does not repair equipment.

MONTHLY SALARY AND WAGE RATES

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Position 35. MEDIUM TRUCK DRIVER - Hourly Rate (cents per hour)

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			¢		¢	¢			¢		¢	¢			¢		¢	¢			¢		¢	¢	
1 - 39	M	10	10	140	180	163	160						7	5	150	180	160	161	10	3	140	163	163	158	
	F																								
40 - 99	M	56	14	140	178	175	166	14	4	140	169	155	157	37	6	155	175	175	170						
	F																								
100-399	M	66	9	150	183	175	169						45	4	155	180	175	173							
	F																								
400 +	M	131	6	160	185	181	180	78	3	173	185	181	181												
	F																								
Summary	M	272	39	140	185	176	173	108	11	140	185	181	174	141	17	150	185	175	174	17	7	140	178	163	159
	F																				9	3	160	183	175

MONTHLY SALARY AND WAGE RATES

Position 36. HEAVY EQUIPMENT OPERATOR - Monthly Rate (dollars per month)

	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)			\$	\$	\$			\$	\$	\$			\$	\$	\$			\$	\$	\$
1 - 39	M	12	4	290	350	303	313													
	F																			
40 - 99	M																			
	F																			
100-399	M																			
	F																			
400 +	M																			
	F																			
Summary	M	39	10	280	387	320	328	10	3	309	386	342	347	15	3	305	387	320	337	
	F																			

Definition of Duties: Operates a heavy crawler type tractor or bulldozer, roller, elevator grader, hoist, asphalt distributor, large concrete mixer, power shovel, etc.; services equipment with fuel, oil and grease, and makes minor running adjustments and repairs.

3

Position 36. HEAVY EQUIPMENT OPERATOR - Hourly Rate (cents per hour)

[illegible]

MONTHLY SALARY AND WAGE RATES

Position 37. FOREMAN MECHANIC OR SERVICE MANAGER - Monthly Rate (dollars per month)

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT						
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average			
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$			
1 - 39	M	47	33	346 525	400	425	12	10	375 525	463	452	19	13	372 525	450	445	5	4	350	410	370	377					
	F																										
40 - 99	M	43	30	350 525	400	412	19	13	350 525	410	421	12	10	350 525	410	431	6	4	370	450	375	389					
	F																										
100-399	M	33	15	350 534	450	452	19	7	360 501	461	453	14	6	390 515	425	440											
	F																										
400 +	M	32	5	375 525	435	432	6	3	439 525	450	466	26	3	375 520	425	432											
	F																										
Summary	M	157	84	346 534	425	432	55	33	350 525	445	443	71	32	350 525	425	437	11	8	350	450	375	383	11	6	350 534	415	431
	F																										

Definition: Incumbent must be skilled in automotive repair work and have a minimum of 12 months experience in the occupation.

Definition of Duties: Incumbent must be skilled in automotive repair work and have journeyman's rating. May have special training in service functions and the use of special equipment. Directs mechanics in their duties, details work and handles special problems related to service and repair.

MONTHLY SALARY AND WAGE RATES

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Position 37. FOREMAN MECHANIC OR SERVICE MANAGER - Hourly Rate (cents per hour)

	ALBERTA						CALGARY						EDMONTON						LETHBRIDGE						MEDICINE HAT					
	No. Employed		No. of Firms		Range		Median Rate		Weighted Average		No. Employed		No. of Firms		Range		Median Rate		Weighted Average		No. Employed		No. of Firms		Range		Median Rate		Weighted Average	
Size of Firm (Based on total number employees)					c		c		c						c		c		c						c		c		c	
1 - 39	M	10	3	230	270	270	255																							
	F																													
40 - 99	M	3	4	190	225	220	210																							
	F																													
100-399	M	6	4	190	250	215	215					4	3	200	220	215	212													
	F																													
400 +	M																													
	F																													
Summary	M	24	12	180	270	233	234	11	6	180	252	235	227	12	5	200	270	245	242											
	F																													

MONTHLY SALARY AND WAGE RATES

Position 38. AUTOMOBILE MECHANIC - Monthly Rate (dollars per month)

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	16	10	300 425	323	338	7	4	300 425	320	329	8	5	300 400	350	350									
	F																								
40 - 99	M	34	10	300 425	360	358	12	3	300 368	325	334	22	7	303 425	370	371									
	F																								
100-399	M	42	4	330 411	380	374						40	3	330 395	380	373									
	F																								
400 +	M	16	4	303 415	353	364																			
	F																								
Summary	M	108	28	300 425	370	362	26	9	300 425	325	337	79	17	300 425	380	370									
	F																								
Definition Does skilled automotive equipment repair and maintenance on cars, trucks, vans, and light trucks.																									

Definition of Duties: Does skilled automotive equipment repair work of a journeyman's level; inspects and locates mechanical defects; overhauls, repairs and adjusts automobiles, trucks, and other automotive equipment.

MONTHLY SALARY AND WAGE RATES

Position 38. AUTOMOBILE MECHANIC - Hourly Rate (cents per hour)

[illegible]

MONTHLY SALARY AND WAGE RATES

Position 39. TRADESMAN'S HELPER - Monthly Rate (dollars per month)

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	14	2	195 320	244	252	5	5	195 290	217	228														
	F																								
40 - 99	M	25	12	190 340	240	242	6	4	225 281	238	242	9	5	195 340	255	251									
	F																								
100-399	M	21	5	230 315	295	284																			
	F																								
400 +	M	8	3	280 350	312	310																			
	F																								
Summary	M	68	29	180 350	263	265	20	13	195 350	250	264	33	10	195 340	280	280	12	4	180 316	233	228				
	F																								

Definition of Duties: Incumbent is not a qualified journeyman or apprentice but is required to perform work above the level of a labourer. Work is generally closely supervised as incumbent is not fully trained.

Definition
of Duties:

Incumbent is not a qualified journeyman or apprentice but is required to perform work above the level of a labourer. Work is generally closely supervised or inspected at frequent intervals.

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Position 39. TRADESMAN'S HELPER - Hourly Rate (cents per hour)[illegible]

MONTHLY SALARY AND WAGE RATES

Position 40. JANITOR - Monthly Rate (dollars per month)

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT										
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average							
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$							
1 - 39	M	22	20	200	294	223	229	8	7	200	265	217	225	10	9	200	294	230	236												
	F																														
40 - 99	M	49	39	200	312	238	237	21	15	200	308	238	245	22	19	200	312	229	234	4	3	204	245	208	216						
	F	3	3	140	175	147	154																								
100-399	M	175	31	200	303	243	243	85	13	200	294	243	242	64	10	200	300	243	245	16	4	225	303	240	251						
	F																														
400 +	M	234	17	200	312	266	263	74	8	235	309	286	279	160	9	200	312	250	255												
	F																														
Summary	M	480	107	200	312	241	251	188	43	200	309	246	256	256	47	200	312	245	250	22	9	204	303	240	241	7	3	200	250	215	216
	F	6	5	140	218	183	178	4	3	140	218	195	187																		

Definition Under close supervision sweeps, mops, dusts, scrubs and waxes floors; washes walls, woodwork, windows and mirrors; cleans washbowls and fixtures.

Definition of Duties: Under close supervision sweeps, mops, dusts, scrubs and waxes floors; washes walls, woodwork, windows and mirrors; clean wash-bowls and fixtures; arranges, moves and polishes furniture; may also operate a heating system not requiring a stationary engineer's certificate.

MONTHLY SALARY AND WAGE RATES

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Position 40. JANITOR - Hourly Rate (cents per hour)

	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT					
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average		No. Employed	No. of Firms	Range		Median Rate	Weighted Average		No. Employed	No. of Firms	Range		Median Rate	Weighted Average		
Size of Firm (Based on total number employees)			c		c	c				c		c	c				c		c	c		
1 - 39	M	4	3	1 25 1 56	1 31	1 35																
	F																					
40 - 99	M	20	17	1 29 1 77	1 44	1 48		7	6	1 29 1 73	1 58	1 55		12	10	1 30 1 77	1 39	1 44				
	F																					
100-399	M	40	14	1 18 1 80	1 45	1 41		6	5	1 25 1 75	1 62	1 53		39	8	1 18 1 80	1 30	1 38				
	F																					
400 +	M	35	5	1 30 1 71	1 49	1 53								29	3	1 30 1 81	1 45	1 50				
	F																					
Summary	M	108	39	1 18 1 81	1 45	1 46		18	13	1 25 1 81	1 62	1 55		81	22	1 18 1 81	1 45	1 43				
	F																			8	3	1 47 1 56

MONTHLY SALARY AND WAGE RATES

Position 41. 3rd CLASS SHIFT STATIONARY ENGINEER - Monthly Rate (dollars per month)

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT						
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average			
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$			
1 - 39	M																										
	F																										
40 - 99	M	11	4	303	315	335	333																				
	F																										
100-399	M	41	11	210	310	310	320	11	4	298	360	350	332														
	F																										
400 +	M	8	3	273	350	350	339																				
	F																										
Summary	M	61	19	250	355	335	325	17	5	298	365	353	335	18	6	273	352	348	328			4	3	285	350	328	322
	F																										

Definition of Duties: Performs the manual and semi-skilled tasks involved in firing and maintaining boilers (requiring a 3rd class stationary engineer's certificate) used in heating buildings; adjusts fuel and draft supply, maintains proper pressures and water levels, cleans, oils, adjusts, and makes minor repairs; performs related mechanical and labouring work.

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[illegible]

MONTHLY SALARY AND WAGE RATES

Position 42. 2nd CLASS SHIFT STATIONARY ENGINEER - Monthly Rate (dollars per month)

	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)			\$	\$	\$			\$	\$	\$			\$	\$	\$			\$	\$	\$
1 - 39																				
M																				
F																				
40 - 99																				
M	7	6	3 46 5 00	430	437					500	3	3	3 46 4 87	430	421					
F																				
100-399																				
M	14	8	3 05 5 10	400	438	3	3	3 90 5 00	390	426										
F																				
400 +																				
M	13	5	3 53 4 84	423	422				484	473	7	3	3 53 4 45	380	377					
F																				
Summary																				
M	36	21	3 36 5 10	421	428	12	8	3 36 5 00	484	445	14	7	3 46 4 87	385	393	4	3	3 85 4 65	420	422
F																				

Definition of Duties: Performs the manual and skilled tasks involved in firing and maintaining boilers, maintaining compressors, refrigeration and other similar equipment (requiring a 2nd class stationary engineer's certificate), adjusts fuel and draft supply, maintains proper pressures and water levels, cleans, oils, adjusts and makes minor repairs. Performs related mechanical work. Non-supervisory position.

MONTHLY SALARY AND WAGE RATES

Position 42. 2nd CLASS SHIFT STATIONARY ENGINEER - Hourly Rate (cents per hour)

[illegible]

MONTHLY SALARY AND WAGE RATES

Position 43. CARPENTER - Monthly Rate (dollars per month)

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			S		S	S			S		S	S			S		S	S			S		S	S	
1 - 39	M	7	6	2 60 4 11	3 03	3 17	4	3	2 50 3 46	3 14	3 08														
	F																								
40 - 99	M	11	7	3 03 4 25	3 25	3 42	9	5	3 03 4 25	3 25	3 42														
	F																								
100-399	M	14	9	2 60 4 15	3 39	3 40	5	4	2 60 3 50	3 36	3 21	7	3	3 10 4 15	3 80	3 65									
	F																								
400 +	M	34	11	3 04 4 11	3 55	3 55	9	3	3 04 4 11	3 81	3 67	25	8	3 10 4 00	3 55	3 51									
	F																								
Summary	M	66	33	2 60 4 25	3 48	3 46	27	15	2 60 4 25	3 36	3 42	35	14	3 03 4 15	3 55	3 55									
	F																								

Definition of Duties: Performs general maintenance duties which require qualifications as skilled tradesman.

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Position 43. CARPENTER - Hourly Rate (cents per hour)

[illegible]

MONTHLY SALARY AND WAGE RATES

Position 44. SALESCLERK SMALLWARES

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39																									
M																									
F	61	15	147	220	161	156	9	3	151	195	173	171	23	5	147	220	168	171	5	4	150	184	151	161	
40 - 99																									
M																									
F	26	5	147	200	153	161							12	3	151	200	165	168							
100-399																									
M																									
F	80	7	147	212	169	167											165	160							
400 +																									
M																									
F	252	5	169	225	198	198							71	3	169	225	209	202							
Summary																									
M																									
F	429	32	147	225	187	185	260	9	147	225	187	188	116	13	147	225	189	189	15	5	147	209	169	174	
Definition	(Drugs, notions, candies, stationery, etc.) Sells merchandise of quick turnover requiring little persuasion but fast service. Fill orders quickly and accurately. No credit sales.																								

Definition of Duties: (Drugs, notions, candies, stationery, etc.) Sells merchandise of quick turnover requiring little persuasion but fast service. Fills show cases with merchandise. Is responsible for basic stock re-ordering, requisition price cards, keeps section clean and tidy.

MONTHLY SALARY AND WAGE RATES

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Position 45. HARD GOODS SALESPERSON

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT					
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average		
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$		
1 - 39	M	53	24	220 390	287	290	25	7	220 357	275	286	16	8	235 380	300	303	10	4	225 350	270	280					
	F	17	8	160 230	190	187	7	3	160 215	175	181						7	3	160 215	190	184					
40 - 99	M	44	5	250 390	300	306						34	4	250 390	305	312										
	F	22	5	151 195	158	161						15	3	151 195	161	163										
100-399	M	10	4	221 294	276	265																				
	F	16	5	156 182	169	167																				
400 +	M	29	5	221 338	273	278						23	3	229 338	273	281										
	F	102	5	182 231	210	212						35	3	182 231	213	211										
Summary	M	141	38	220 390	292	290	41	10	220 357	275	282	75	16	229 390	300	300	15	5	225 350	275	274	4	3	221 300	267	263
	F	157	23	151 231	209	197	81	7	151 230	210	205	55	9	151 231	195	194	16	4	156 215	175	174					

Definition of Duties: (Housewares, sporting goods, china, hardware). Sells merchandise requiring fair degree of technical knowledge, i.e. fishing equipment, power tools, paint, etc. Fair amount of stock work and considerable housekeeping required. Re-orders basic stock for section, price cards. Arranges displays.

MONTHLY SALARY AND WAGE RATES

Position 46. GROCERY CASHIER

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT					
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average		
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$		
1 - 39																										
M																										
F	12	4	195	255	231	231																				
40 - 99																										
M																										
F																										
100-399																										
M																										
F																										
400 +																										
M																										
F	252	6	191	265	260	243	151	3	191	261	260	243	101	3	191	265	260	243								
Summary																										
M																										
F	267	11	191	265	260	242	154	5	191	261	260	243	101	3	191	265	260	243								
Definition	Operator: Ashcroft, Alberta, 1964																									

Definition
of Duties:

Operates cash register recording cash, charge, C.O.D. sales. Wraps and packs taken purchases. Looks after section of stock, filling of shelves, housekeeping in department.

MONTHLY SALARY AND WAGE RATES

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Position 47. BUTCHER

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	2	5	3 0 0	3 7 2	3 4 6	3 3 7																		
	F																								
40 - 99	M																								
	F																								
100-399	M																								
	F																								
400 +	M	1 1 5	5	3 0 3	3 8 5	3 8 1	3 7 3	6 4	3	3 1 0	3 8 5	3 8 1	3 7 7	5 1	3	3 0 3	3 8 5	3 8 5	3 6 8						
	F																								
Summary	M	1 2 5	1 3	3 0 0	3 8 5	3 8 1	3 7 0	6 4	3	3 1 0	3 8 5	3 8 1	3 7 7	5 1	3	3 0 3	3 8 5	3 8 5	3 6 8						
	F																								

Definition of Duties: Carries sides of beef, etc., from receiving dock to cooler. Cuts sides of meat into various cuts. Does housekeeping in the cutting room.

MONTHLY SALARY AND WAGE RATES

Position 48. MEAT PACKER

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)			\$	\$	\$			\$	\$	\$			\$	\$	\$			\$	\$	\$			\$	\$	\$
1 - 39																									
M																									
F	5	3	2 3 2 2 5 5	2 4 4	2 4 3																				
40 - 99																									
M																									
F																									
100-399																									
M																									
F																									
400 +																									
M																									
F	1 0 1	4	1 0 9 2 0 0	2 6 0	2 5 0																				
Summary																									
M																									
F	1 1 0	8	1 9 9 2 6 0	2 6 0	2 5 0	6 6	4	1 9 9 2 6 0	2 6 0	2 4 9															

Definition of Duties: Scales cuts of meat, marks price and weight, wraps in cellophane wrapper and places in counter. Is responsible for housekeeping in pre-pack room.

MONTHLY SALARY AND WAGE RATES

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Position 50. DISPLAYMAN

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	5	4	2 7 5	3 2 5	3 0 3	3 0 4	5	4	2 7 5	3 2 5	3 0 3	3 0 4												
	F																								
40 - 99	M																								
	F																								
100-399	M	8	5	2 1 7	3 4 6	2 7 1	2 8 0						6	3	2 1 7	3 4 6	2 4 9	2 7 2							
	F																								
400 +	M	2 1	4	2 5 5	3 6 8	3 0 3	3 0 5																		
	F																								
Summary	M	3 7	1 5	2 1 7	3 6 8	3 0 3	2 9 9	1 9	8	2 5 8	3 6 8	3 0 3	3 0 5	1 6	5	2 1 7	3 6 8	2 7 9	2 9 2						
	F																								

Definition of Duties: Uses high degree of creative ingenuity in arranging window and interior displays through use of coordinated merchandise and display materials.

MONTHLY SALARY AND WAGE RATES

Position 53. SALESPERSON FASHION ACCESSORIES

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M																								
	F	4	5	1 4 7	2 4 2	1 6 5	1 7 1																		
40 - 99	M																								
	F	5 4	7	1 4 5	2 1 7	1 5 4	1 6 2				1 4 5	1 5 0	2 8	5	1 5 1	2 1 7	1 7 2	1 7 3							
100-399	M																								
	F	3 8	4	1 4 7	2 8 6	1 6 9	1 7 2																		
400 +	M																								
	F	1 3 7	5	1 5 1	2 8 0	2 1 0	2 1 4						5 9	3	1 5 1	2 8 0	2 2 5	2 2 5							
Summary	M																								
	F	2 4 3	2 1	1 4 5	2 8 6	1 9 5	1 9 4	1 0 9	7	1 4 5	2 8 6	1 9 8	1 9 1	1 1 5	1 2	1 4 7	2 8 0	2 0 1	2 0 1						

Definition (Hosiery, neckwear, lingerie, handbags, etc.) Sells merchandise requiring fair degree of persuasion, knowledge of fashion and fabric, and ability to advise customer.

Definition of Duties: (Hosiery, neckwear, lingerie, handbags, etc.) Sells merchandise requiring fair degree of persuasion, knowledge of fashion and fabrics important. Demonstrates the important features of the product. Is responsible for care of section of stock, housekeeping, basic stock re-orders.

MONTHLY SALARY AND WAGE RATES

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Position 54. WOMEN'S WEAR SALESWOMAN

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT									
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average						
Size of Firm (Based on total number employees)			S		S	S			S		S	S			S		S	S			S		S	S						
1 - 39	M																													
	F	30	10	130	240	160	166	11	3	130	229	161	171																	
40 - 99	M																													
	F	40	6	150	232	184	187							24	4	150	238	195	192											
100-399	M																													
	F	43	5	147	238	182	182																							
400 +	M																													
	F	103	5	173	242	215	215							40	3	173	242	216	218											
Summary	M																													
	F	222	26	130	242	204	196	90	7	130	242	207	202	92	10	150	242	209	201	16	3	151	225	171	175	13	3	139	229	156
Definition: (Cont. suits, dresses, millinery, etc.) Sales merchandise, 11 to 14 to 15 to 16 to 17 to 18 to 19 to 20 to 21 to 22 to 23 to 24 to 25 to 26 to 27 to 28 to 29 to 30 to 31 to 32 to 33 to 34 to 35 to 36 to 37 to 38 to 39 to 40 to 41 to 42 to 43 to 44 to 45 to 46 to 47 to 48 to 49 to 50 to 51 to 52 to 53 to 54 to 55 to 56 to 57 to 58 to 59 to 60 to 61 to 62 to 63 to 64 to 65 to 66 to 67 to 68 to 69 to 70 to 71 to 72 to 73 to 74 to 75 to 76 to 77 to 78 to 79 to 80 to 81 to 82 to 83 to 84 to 85 to 86 to 87 to 88 to 89 to 90 to 91 to 92 to 93 to 94 to 95 to 96 to 97 to 98 to 99 to 100 to 101 to 102 to 103 to 104 to 105 to 106 to 107 to 108 to 109 to 110 to 111 to 112 to 113 to 114 to 115 to 116 to 117 to 118 to 119 to 120 to 121 to 122 to 123 to 124 to 125 to 126 to 127 to 128 to 129 to 130 to 131 to 132 to 133 to 134 to 135 to 136 to 137 to 138 to 139 to 140 to 141 to 142 to 143 to 144 to 145 to 146 to 147 to 148 to 149 to 150 to 151 to 152 to 153 to 154 to 155 to 156 to 157 to 158 to 159 to 160 to 161 to 162 to 163 to 164 to 165 to 166 to 167 to 168 to 169 to 170 to 171 to 172 to 173 to 174 to 175 to 176 to 177 to 178 to 179 to 180 to 181 to 182 to 183 to 184 to 185 to 186 to 187 to 188 to 189 to 190 to 191 to 192 to 193 to 194 to 195 to 196 to 197 to 198 to 199 to 200 to 201 to 202 to 203 to 204 to 205 to 206 to 207 to 208 to 209 to 210 to 211 to 212 to 213 to 214 to 215 to 216 to 217 to 218 to 219 to 220 to 221 to 222 to 223 to 224 to 225 to 226 to 227 to 228 to 229 to 230 to 231 to 232 to 233 to 234 to 235 to 236 to 237 to 238 to 239 to 240 to 241 to 242 to 243 to 244 to 245 to 246 to 247 to 248 to 249 to 250 to 251 to 252 to 253 to 254 to 255 to 256 to 257 to 258 to 259 to 260 to 261 to 262 to 263 to 264 to 265 to 266 to 267 to 268 to 269 to 270 to 271 to 272 to 273 to 274 to 275 to 276 to 277 to 278 to 279 to 280 to 281 to 282 to 283 to 284 to 285 to 286 to 287 to 288 to 289 to 290 to 291 to 292 to 293 to 294 to 295 to 296 to 297 to 298 to 299 to 300 to 301 to 302 to 303 to 304 to 305 to 306 to 307 to 308 to 309 to 310 to 311 to 312 to 313 to 314 to 315 to 316 to 317 to 318 to 319 to 320 to 321 to 322 to 323 to 324 to 325 to 326 to 327 to 328 to 329 to 330 to 331 to 332 to 333 to 334 to 335 to 336 to 337 to 338 to 339 to 340 to 341 to 342 to 343 to 344 to 345 to 346 to 347 to 348 to 349 to 350 to 351 to 352 to 353 to 354 to 355 to 356 to 357 to 358 to 359 to 360 to 361 to 362 to 363 to 364 to 365 to 366 to 367 to 368 to 369 to 370 to 371 to 372 to 373 to 374 to 375 to 376 to 377 to 378 to 379 to 380 to 381 to 382 to 383 to 384 to 385 to 386 to 387 to 388 to 389 to 390 to 391 to 392 to 393 to 394 to 395 to 396 to 397 to 398 to 399 to 400 to 401 to 402 to 403 to 404 to 405 to 406 to 407 to 408 to 409 to 410 to 411 to 412 to 413 to 414 to 415 to 416 to 417 to 418 to 419 to 420 to 421 to 422 to 423 to 424 to 425 to 426 to 427 to 428 to 429 to 430 to 431 to 432 to 433 to 434 to 435 to 436 to 437 to 438 to 439 to 440 to 441 to 442 to 443 to 444 to 445 to 446 to 447 to 448 to 449 to 450 to 451 to 452 to 453 to 454 to 455 to 456 to 457 to 458 to 459 to 460 to 461 to 462 to 463 to 464 to 465 to 466 to 467 to 468 to 469 to 470 to 471 to 472 to 473 to 474 to 475 to 476 to 477 to 478 to 479 to 480 to 481 to 482 to 483 to 484 to 485 to 486 to 487 to 488 to 489 to 490 to 491 to 492 to 493 to 494 to 495 to 496 to 497 to 498 to 499 to 500 to 501 to 502 to 503 to 504 to 505 to 506 to 507 to 508 to 509 to 510 to 511 to 512 to 513 to 514 to 515 to 516 to 517 to 518 to 519 to 520 to 521 to 522 to 523 to 524 to 525 to 526 to 527 to 528 to 529 to 530 to 531 to 532 to 533 to 534 to 535 to 536 to 537 to 538 to 539 to 540 to 541 to 542 to 543 to 544 to 545 to 546 to 547 to 548 to 549 to 550 to 551 to 552 to 553 to 554 to 555 to 556 to 557 to 558 to 559 to 560 to 561 to 562 to 563 to 564 to 565 to 566 to 567 to 568 to 569 to 570 to 571 to 572 to 573 to 574 to 575 to 576 to 577 to 578 to 579 to 580 to 581 to 582 to 583 to 584 to 585 to 586 to 587 to 588 to 589 to 590 to 591 to 592 to 593 to 594 to 595 to 596 to 597 to 598 to 599 to 600 to 601 to 602 to 603 to 604 to 605 to 606 to 607 to 608 to 609 to 610 to 611 to 612 to 613 to 614 to 615 to 616 to 617 to 618 to 619 to 620 to 621 to 622 to 623 to 624 to 625 to 626 to 627 to 628 to 629 to 630 to 631 to 632 to 633 to 634 to 635 to 636 to 637 to 638 to 639 to 640 to 641 to 642 to 643 to 644 to 645 to 646 to 647 to 648 to 649 to 650 to 651 to 652 to 653 to 654 to 655 to 656 to 657 to 658 to 659 to 660 to 661 to 662 to 663 to 664 to 665 to 666 to 667 to 668 to 669 to 670 to 671 to 672 to 673 to 674 to 675 to 676 to 677 to 678 to 679 to 680 to 681 to 682 to 683 to 684 to 685 to 686 to 687 to 688 to 689 to 690 to 691 to 692 to 693 to 694 to 695 to 696 to 697 to 698 to 699 to 700 to 701 to 702 to 703 to 704 to 705 to 706 to 707 to 708 to 709 to 710 to 711 to 712 to 713 to 714 to 715 to 716 to 717 to 718 to 719 to 720 to 721 to 722 to 723 to 724 to 725 to 726 to 727 to 728 to 729 to 730 to 731 to 732 to 733 to 734 to 735 to 736 to 737 to 738 to 739 to 740 to 741 to 742 to 743 to 744 to 745 to 746 to 747 to 748 to 749 to 750 to 751 to 752 to 753 to 754 to 755 to 756 to 757 to 758 to 759 to 760 to 761 to 762 to 763 to 764 to 765 to 766 to 767 to 768 to 769 to 770 to 771 to 772 to 773 to 774 to 775 to 776 to 777 to 778 to 779 to 780 to 781 to 782 to 783 to 784 to 785 to 786 to 787 to 788 to 789 to 790 to 791 to 792 to 793 to 794 to 795 to 796 to 797 to 798 to 799 to 800 to 801 to 802 to 803 to 804 to 805 to 806 to 807 to 808 to 809 to 810 to 811 to 812 to 813 to 814 to 815 to 816 to 817 to 818 to 819 to 820 to 821 to 822 to 823 to 824 to 825 to 826 to 827 to 828 to 829 to 830 to 831 to 832 to 833 to 834 to 835 to 836 to 837 to 838 to 839 to 840 to 841 to 842 to 843 to 844 to 845 to 846 to 847 to 848 to 849 to 850 to 851 to 852 to 853 to 854 to 855 to 856 to 857 to 858 to 859 to 860 to 861 to 862 to 863 to 864 to 865 to 866 to 867 to 868 to 869 to 870 to 871 to 872 to 873 to 874 to 875 to 876 to 877 to 878 to 879 to 880 to 881 to 882 to 883 to 884 to 885 to 886 to 887 to 888 to 889 to 890 to 891 to 892 to 893 to 894 to 895 to 896 to 897 to 898 to 899 to 900 to 901 to 902 to 903 to 904 to 905 to 906 to 907 to 908 to 909 to 910 to 911 to 912 to 913 to 914 to 915 to 916 to 917 to 918 to 919 to 920 to 921 to 922 to 923 to 924 to 925 to 926 to 927 to 928 to 929 to 930 to 931 to 932 to 933 to 934 to 935 to 936 to 937 to 938 to 939 to 940 to 941 to 942 to 943 to 944 to 945 to 946 to 947 to 948 to 949 to 950 to 951 to 952 to 953 to 954 to 955 to 956 to 957 to 958 to 959 to 960 to 961 to 962 to 963 to 964 to 965 to 966 to 967 to 968 to 969 to 970 to 971 to 972 to 973 to 974 to 975 to 976 to 977 to 978 to 979 to 980 to 981 to 982 to 983 to 984 to 985 to 986 to 987 to 988 to 989 to 990 to 991 to 992 to 993 to 994 to 995 to 996 to 997 to 998 to 999 to 1000																														

Definition of Duties: (Coats, suits, dresses, millinery.) Sells merchandise requiring high degree of selling ability. Must know fashions very well. Models and demonstrates clothing. Cares for section of stock, does some display work, may do some minor fitting.

MONTHLY SALARY AND WAGE RATES

Position 55. CORSET SALESWOMAN

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)			\$	\$	\$			\$	\$	\$			\$	\$	\$			\$	\$	\$			\$	\$	\$
1 - 39																									
40 - 99																									
100-399																									
400 +																									
Summary																									
	F	36	14	182	254	210	212	12	4	182	254	218	218	18	6	182	251	209	212						
	F	10	5	132	225	136	194																		
	F	21	5	185	254	227	227																		
	F										12	3	185	251	230	226									

Definition of Duties: Sells and fits ladies corsets, brassieres, etc., counsels customers in problems of anatomy and posture. Position requires high degree of tact, tolerance and understanding.

MONTHLY SALARY AND WAGE RATES

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Position 56. SHOE SALESMAN

	ALBERTA						CALGARY						EDMONTON						LETHBRIDGE						MEDICINE HAT						
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	14	9	195	346	275	265	5	4	260	303	290	282																		
	F	9	5	171	281	215	210																								
40 - 99	M	4	3	200	325	253	257							4	3	200	325	253	257												
	F																														
100-399	M	7	5	238	325	281	280																								
	F	13	5	165	238	173	182							8	3	165	238	180	190												
400 +	M	33	5	217	350	285	293							23	3	217	350	303	297												
	F	32	5	182	281	262	254							16	3	182	275	251	245												
Summary	M	58	22	195	350	285	282	15	6	242	346	285	284	34	10	200	350	303	294	6	3	195	242	195	210						
	F	58	17	165	281	232	225	25	5	165	281	254	240	27	8	165	275	225	224												

Definition of Duties: Fits and sells shoes. Looks after a section of stock. Orders basic stock. Is responsible for housekeeping in section. Knowledge of leathers, fitting and anatomy of foot required.

MONTHLY SALARY AND WAGE RATES

Position 57. MEN'S AND BOYS' FURNISHINGS SALESPERSON

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	8	4	217	303	266	263	8	4	217	303	266	263												
	F	7	4	151	179	160	163	6	3	151	179	163	163												
40 - 99	M																								
	F																								
100-399	M	3	3	195	271	250	242						3	3	195	271	260	242							
	F	10	5	169	195	182	180																		
400 +	M	22	4	209	338	278	278						13	3	238	338	312	295							
	F	28	5	182	255	223	224						14	3	182	251	216	218							
Summary	M	33	11	195	338	271	271	17	5	209	303	260	259	16	6	195	338	273	285						
	F	53	16	151	255	195	200	24	6	151	255	218	204	22	6	160	251	197	205						
Definition: Sells merchandise requiring style sense, knowledge of fabrics. Must have considerable knowledge of the latest fashion trends.																									

Definition of Duties: Sells merchandise requiring style sense, knowledge of fabrics. Must have considerable persuasive ability. Looks after section of stock, basic stock re-orders, housekeeping in section.

MONTHLY SALARY AND WAGE RATES

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Position 58. MEN'S AND BOYS' WEAR SALESMAN

	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	No. of Firms	Range	Median Rate Weighted Average	No. Employed	No. of Firms	Range	Median Rate Weighted Average	No. Employed	No. of Firms	Range	Median Rate Weighted Average	No. Employed	No. of Firms	Range	Median Rate Weighted Average	No. Employed	No. of Firms	Range	Median Rate Weighted Average
Size of Firm (Based on total number employees)			\$	\$ \$			\$	\$ \$			\$	\$ \$			\$	\$ \$			\$	\$ \$
1 - 39	M 14	7	235 325	303 293																
	F																			
40 - 99	M																			
	F																			
100-399	M 9	4	238 346	260 276																
	F																			
400 +	M 39	5	240 346	310 305					29	3	240 346	310 306								
	F																			
Summary	M 67	18	235 346	303 297	20	5	260 325	303 302	37	6	238 346	303 298								
	F																			

Definition of Duties: Sells men's and boys' suits, coats, etc. Requires high degree of selling ability. Is responsible for stock-work, i.e. bringing stock to the floor and other heavy work in department. Is responsible for re-order basic stock, housekeeping.

MONTHLY SALARY AND WAGE RATES

Position 59. HOME FURNISHINGS SALESPERSON

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	33	9	260	433	325	333	28	6	260	433	325	332						5	3	300	400	325	335	
	F																								
40 - 99	M																								
	F																								
100-399	M																								
	F																								
400 +	M	34	5	260	430	341	340						17	3	260	410	335	329							
	F	51	5	190	260	225	226						31	3	190	260	225	228							
Summary	M	74	16	260	433	325	330	45	8	260	433	325	339	17	3	260	410	335	329	7	4	281	400	325	325
	F	61	9	182	260	225	222						32	4	182	260	225	226							

Definition (Furniture, floor coverings, drapes.) Sells merchandise requiring high degree of selling ability and salesmanship. Advertisements in newspapers, magazines, radio, television, etc. Salesmen or saleswomen must be employed. Minimum sales \$25,000 per year.

Definition of Duties: (Furniture, floor coverings, drapes.) Sells merchandise requiring high degree of selling ability and color sense. Advises customers on room settings, coordination of furnishings. Is responsible for moving of stock (male only), housekeeping in department.

MONTHLY SALARY AND WAGE RATES

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Position 60. TAILOR

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	4	7	2 10	3 0 3	2 9 2	2 8 6	4	3	2 5 0	3 0 3	2 9 2	2 8 6												
	F																								
40 - 99	M																								
	F																								
100-399	M	3	3	2 6 0	2 3 5	2 8 1	2 7 5																		
	F																								
400 +	M	9	4	2 6 0	3 3 0	3 2 5	3 0 9																		
	F																								
Summary	M	17	11	2 6 0	3 3 0	3 0 3	2 9 7	10	7	2 6 0	3 2 9	2 9 5	2 9 4	6	3	2 6 0	3 3 0	3 2 5	3 0 7						
	F																								

Definition of Duties: Alters ready made garments according to fitters instructions. Operates sewing machine, hoffman press.

MONTHLY SALARY AND WAGE RATES

Position 61. TAILORESS

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39																									
M																									
F	15	2	151	212	175	177																			
40 - 99																									
M																									
F	15	3	161	238	173	179																			
100-399																									
M																									
F	5	3	151	217	195	190																			
400 +																									
M																									
F	16	5	182	235	215	209							8	3	182	235	198	200							
Summary																									
M																									
F	51	19	151	233	184	183	16	6	161	238	211	202	31	9	151	235	182	184							
Definition Same as Tailor except presses with flat iron.																									

Definition of Duties: Same as Tailor except presses with hat iron.

MONTHLY SALARY AND WAGE RATES

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Position 62. WAREHOUSE ORDER DESK CLERK

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	55	33	215	350	275	279	22	16	215	350	280	279	29	18	225	350	275	279						
	F																								
40 - 99	M	65	18	215	350	275	277	30	9	220	350	275	284	27	7	215	350	290	274						
	F																								
100-399	M	30	7	220	333	281	285	9	3	260	330	292	294	21	4	220	333	280	282						
	F																								
400 +	M																								
	F																								
Summary	M	151	64	215	350	280	280	61	28	215	350	282	284	78	30	215	350	280	279	10	4	240	285	264	262
	F																								

Definition of Duties: Takes orders and sells merchandise. Writes up mail orders and orders received by telephone. Performs other clerical functions pertaining to sale and delivery of merchandise to customers.

MONTHLY SALARY AND WAGE RATES

Position 63. WAREHOUSE COUNTERMAN

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	15	30	215 350	270	274	29	15	215 338	268	267	16	12	225 350	312	308	10	4	225 305	250	259	6	5	225 303 245 258	
	F																								
40 - 99	M	73	25	215 350	275	274	31	12	215 350	275	275	35	10	225 350	270	277	13	3	225 310	260	263				
	F																								
100-399	M	57	12	225 350	275	261	20	4	225 325	260	267	38	7	225 350	293	289									
	F																								
400 +	M																								
	F																								
Summary	M	209	75	215 350	275	277	80	31	215 350	275	270	89	29	225 350	285	288	23	7	225 310	250	261	7	6	225 303 250 256	
	F																								

Definition of Duties: Waits on immediate order customers in call-order department. Must have specialized knowledge of particular department in which he works. Performs other clerical functions pertaining to sale and delivery of merchandise to customers.

Definition of Duties: Waits on immediate order customers in call-order department. Must have specialized knowledge of particular department in which he works. Performs other clerical functions pertaining to sale and delivery of merchandise to customers.

MONTHLY SALARY AND WAGE RATES

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Position 64. WAREHOUSE QUOTATION CLERK

	ALBERTA						CALGARY						EDMONTON						LETHBRIDGE						MEDICINE HAT					
	No. Employed		No. of Firms		Range		Median Rate		Weighted Average		No. Employed		No. of Firms		Range		Median Rate		Weighted Average		No. Employed		No. of Firms		Range		Median Rate		Weighted Average	
Size of Firm (Based on total number employees)					\$		\$		\$						\$		\$		\$						\$		\$		\$	
1 - 39	M	11	7	350	403	350	340					7	4	300	400	350	341													
	F																													
40 - 99	M	15	8	250	400	235	310	4	3	255	400	354	341	11	5	250	365	280	298											
	F																													
100-399	M	8	5	278	324	315	317					7	4	278	384	335	323													
	F																													
400 +	M																													
	F																													
Summary	M	34	20	250	403	309	321	8	6	255	403	354	344	25	13	250	400	300	317											
	F																													

Definition of Duties: Prepares priced quotations and bids for customers. Is responsible for submitting these quotations within period specified by customer. Has thorough knowledge of all lines of merchandise handled.

MONTHLY SALARY AND WAGE RATES

Position 65. WAREHOUSE ORDER CLERK

		ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
		No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)				\$	\$	\$			\$	\$	\$			\$	\$	\$			\$	\$	\$
1 - 39	M	44	24	190 330	230	239	19	11	190 330	217	242	20	8	195 300	230	231					
	F																				
40 - 99	M	73	22	190 309	255	246	29	9	200 309	255	258	42	11	190 263	238	236					
	F																				
100-399	M	54	10	190 311	225	226	11	4	190 311	235	240	42	5	190 275	222	221					
	F																				
400 +	M	14	3	230 335	272	281															
	F																				
Summary	M	185	52	190 335	236	241	59	24	190 330	250	250	117	26	190 335	230	234					
	F																3	3	260 281	275	272

Definition of Duties: Picks merchandise from bins and shelves to fill customers orders. Moves merchandise fn warehouse truck to packing room and lays it out on packing bench ready for checking.

MONTHLY SALARY AND WAGE RATES

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Position 66. WAREHOUSE CHECKER

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	5	4	2 15	305	240	251																		
	F																								
40 - 99	M	26	15	2 10	325	275	264	10	8	2 10	294	275	266	16	8	2 10	325	270	263						
	F																								
100-399	M	47	6	2 20	315	291	285							22	4	2 20	298	290	267						
	F																								
400 +	M																								
	F																								
Summary	M	92	28	2 10	344	291	283	47	12	2 10	344	315	300	41	14	2 10	325	275	265						
	F																								

Definition of Duties; Checks customers' orders as filled by order clerks against original order form. Verifies accuracy of type and quantity.

MONTHLY SALARY AND WAGE RATES

Position 67. WAREHOUSE PACKER

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	19	12	175 296	225	229	9	6	180 296	225	239	9	5	195 260	225	226									
	F	6	4	143 218	152	161																			
40 - 99	M	38	17	175 303	240	229	20	9	175 303	240	243	15	7	175 248	225	216									
	F																								
100-399	M	38	7	174 290	253	244						24	5	185 276	250	237									
	F	31	3	155 228	185	192																			
400 +	M	30	4	238 326	326	313						22	3	238 326	323	308									
	F																								
Summary	M	125	40	174 326	251	254	39	17	175 326	240	258	70	20	175 326	250	253	16	3	174 280	264	244				
	F	37	7	143 228	178	187																			

Definition: Packs merchandise which is sold in less than factory pack quantities. 2. ...

Definition of Duties: Packs merchandise which is sold in less than factory pack quantity. Prepares packing list showing contents and weight of each package.

MONTHLY SALARY AND WAGE RATES

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Position 68. WAREHOUSE RECEIVING CLERK

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	35	32	200	337	260	262	17	16	200	337	257	259	13	10	227	321	270	270	3	3	225	257	250	244
	F	4	4	117	205	144	152																		
40 - 99	M	43	20	200	325	269	264	18	11	220	325	272	275	22	15	200	320	265	258						
	F																								
100-399	M	67	27	200	370	268	264	10	8	205	318	275	274	41	16	200	338	280	267						
	F																								
400 +	M	57	12	209	338	281	283	23	4	209	338	281	279	31	6	209	338	281	285						
	F																								
Summary	M	202	100	200	338	271	269	67	39	200	338	274	272	107	47	200	338	275	270	11	6	209	316	235	243
	F	5	5	117	217	145	165																		

Definition of Duties: Receives incoming shipments from all types of carriers. Checks items received against expense bills noting any shortages or damage. Opens packages and lists contents on receiving report forms and performs other clerical duties incidental to recording receipt of merchandise.

MONTHLY SALARY AND WAGE RATES

Position 69. WAREHOUSE SHIPPING CLERK

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT										
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average							
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$							
1 - 39	M	57	48	220	356	285	283	19	13	220	356	291	287	26	21	235	325	286	284	5	4	235	295	235	252	5	3	271	311	281	289
	F																														
40 - 99	M	54	35	220	354	276	281	16	12	240	350	272	281	34	20	220	354	275	275												
	F																														
100-399	M	50	21	220	350	280	278	12	7	229	295	273	266	34	11	220	350	280	279												
	F																														
400 +	M	40	8	238	356	338	332	10	3	303	356	347	341	29	4	238	356	338	331												
	F																														
Summary	M	201	112	220	356	285	291	57	40	220	356	285	290	123	56	220	356	286	291	9	7	235	346	260	274	7	5	271	311	281	289
	F																														
Definition of Duties:		Assembles customers packed orders as received from packing room. Prepares bills of lading from packing lists supplied by packers. Checks orders against bills of lading.																													

Definition of Duties: Assembles customers packed orders as received from packing room. Prepares bills of lading from packing lists supplied by packers. Checks orders onto trucks or drays and obtains driver's receipt for same. Performs other clerical functions pertaining to shipping.

MONTHLY SALARY AND WAGE RATES

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Position 70. WAREHOUSE STOCKMAN OR FLOORMAN

	ALBERTA						CALGARY						EDMONTON						LETHBRIDGE						MEDICINE HAT						
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	37	32	223	350	292	289	14	14	225	350	298	295	17	13	240	345	290	293			4	3	223	303	298	280				
	F																														
40 - 99	M	46	26	220	353	299	287	19	9	250	353	300	307	24	14	220	348	251	268												
	F																														
100-399	M	54	26	221	353	295	293	9	7	240	335	310	298	36	13	225	353	293	294	6	3	259	335	314	306						
	F																														
400 +	M	56	12	238	350	312	304	34	4	238	348	299	296	22	8	238	350	329	317												
	F																														
Summary	M	193	96	220	353	300	294	76	34	225	353	300	299	99	48	220	353	295	292	8	5	240	335	307	297	5	4	221	303	292	268
	F																														

Definition of Duties: Responsible for stock of merchandise in one area or department. Stores new merchandise in proper location as it arrives. Fills orders for immediate order department. May supervise one or more warehousemen assisting him.

MONTHLY SALARY AND WAGE RATES

Position 71. WAREHOUSEMAN

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT										
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average							
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$							
1 - 39	M	64	34	200	310	250	250	16	10	200	310	260	250	28	18	200	307	250	251			11	3	217	276	253	242				
	F																														
40 - 99	M	67	26	200	300	240	242	26	10	200	300	230	239	38	14	200	300	246	244												
	F																														
100-399	M	207	27	196	310	272	262	40	5	200	293	285	276	130	15	205	310	272	263	34	4	196	303	251	245						
	F																														
400 +	M	68	12	209	314	282	280	29	4	209	314	281	278	19	7	250	314	281	282												
	F																														
Summary	M	406	99	196	314	262	260	111	29	200	314	276	264	215	54	200	314	262	259	34	4	196	303	251	245	32	5	217	300	282	269
	F																														

Definition Stores merchandise in bins and shelves, moves merchandise from surplus stocks to bins, fills orders and does other related work.

Definition of Duties: Stores merchandise in bins and shelves, moves merchandise from surplus stocks to bins, fills orders and does other similar tasks under direction of stockman.

MONTHLY SALARY AND WAGE RATES

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Position 72. WAREHOUSE STOCKTAKER

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	10	10	225	375	291	302	4	4	225	345	260	272	6	6	271	375	318	323						
	F																								
40 - 99	M	22	13	200	356	230	250	6	4	215	356	244	263	16	9	200	346	250	256						
	F																								
100-399	M	23	7	210	375	267	263	3	3	270	375	285	310	18	4	210	280	252	253						
	F																								
400 +	M	13	6	270	360	340	331	8	3	300	350	338	331												
	F																								
Summary	M	68	38	200	375	277	280	21	14	215	375	300	297	44	21	200	375	267	272						
	F																								

Definition of Duties: Takes periodic warehouse inventory, maintains stock books and performs related duties.

MONTHLY SALARY AND WAGE RATES

Position 73. ELEVATOR OPERATOR

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$	\$	\$			\$	\$	\$		\$	\$	\$		\$	\$	\$			\$	\$	\$		
1 - 39	M																								
	F																								
40 - 99	M																								
	F																								
100-399	M	18	5	210	243	243	232						16	4	210	243	243	234							
	F																								
400 +	M	9	6	249	326	290	299	5	3	249	326	281	292	4	3	290	326	308	308						
	F																								
Summary	M	35	15	197	326	243	251	12	6	197	326	264	259	21	8	210	326	243	250						
	F																								

Definition of Duties: Operates large freight elevator in either shipping or receiving departments. Moves incoming merchandise from receiving department to upper floors, or packed orders from packing rooms to shipping department.

MONTHLY SALARY AND WAGE RATES

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Position 74. PAY-ROLL CLERK

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	7	9	2 45 4 00	2 30	3 01							4	4	2 75 3 33	2 92	2 97		3	3	2 45 4 00	2 50	2 98		
	F	5	5	2 00 3 10	2 30	2 40	3	3	2 30 3 10	2 50	2 63														
40 - 99	M	12	12	2 70 3 75	3 07	3 09	7	7	2 70 3 75	3 03	3 07	4	4	2 80 3 15	3 09	3 03									
	F	24	22	2 00 3 45	2 43	2 55	11	10	2 15 3 30	2 77	2 72	13	12	2 00 3 45	2 38	2 42									
100-399	M	31	25	2 38 4 13	3 25	3 24	19	14	2 58 4 00	3 28	3 24	8	7	2 38 4 13	3 15	3 17									
	F	21	18	2 00 3 50	2 55	2 60	9	7	2 04 3 30	2 60	2 63	9	8	2 00 3 50	2 38	2 47									
400 +	M	32	13	2 40 3 95	3 25	3 14	18	7	2 40 3 85	3 25	3 07	12	5	2 64 3 85	3 39	3 31									
	F	21	11	2 19 3 59	2 67	2 65	12	5	2 19 3 59	2 68	2 68	9	6	2 20 3 30	2 45	2 62									
Summary	M	34	59	2 38 4 13	3 22	3 15	44	29	2 40 4 00	3 25	3 13	28	20	2 38 4 13	3 15	3 18	6	6	2 45 4 00	3 05	3 15				
	F	71	56	2 00 3 59	2 50	2 59	35	25	2 04 3 59	2 67	2 67	32	27	2 00 3 50	2 39	2 48									

Definition

Computes pay due each worker and prepares pay-roll. May make out pay cheques and assist Business Development Bank in making out the

Definition of Duties: Computes pay due each worker and prepares pay-roll. May make out pay cheques and assist Paymaster in making up and distributing envelopes. May use calculating machine, cheque-writing machine, or typewriter.

MONTHLY SALARY AND WAGE RATES

Position 75. PURCHASING AGENT

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M	40	32	300	600	400	406	16	16	300	550	373	396	17	16	325	600	410	438	4	3	325	416	472	371
	F																								
40 - 99	M	74	43	300	600	400	410	22	19	303	600	423	445	37	19	300	600	375	398	10	6	350	525	365	392
	F																								
100-399	M	21	20	325	600	450	446	7	7	350	600	500	476	10	9	325	563	433	436						
	F																								
400 +	M	22	15	325	600	420	445	12	7	340	600	449	459	9	7	325	595	375	436						
	F																								
Summary	M	157	121	300	600	400	419	57	49	300	600	416	438	73	51	300	600	400	417	16	11	325	525	370	390
	F	4	4	190	270	245	237	3	3	190	270	249	236												
Definition		Directly or through subordinates, supervises the purchase of supplies, raw materials, equipment, and machinery, or the purchase of services for the business.																							

Definition of Duties: Directly or through subordinates, supervises the purchase of supplies, raw materials, equipment, and machinery necessary for the operation and maintenance of an organization. Endeavours to locate the best source of supply and obtain the most favourable prices and terms. Draws up contracts and specifications or approves those drawn up by technical workers.

MONTHLY SALARY AND WAGE RATES

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Position 76. LAB TECHNICIAN

	ALBERTA					CALGARY					EDMONTON					LETHBRIDGE					MEDICINE HAT				
	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
Size of Firm (Based on total number employees)			\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$	
1 - 39	M																								
	F																								
40 - 99	M																								
	F																								
100-399	M	14	4	3 0 0	4 2 5	3 7 0	3 7 2																		
	F	10	7	2 6 0	3 2 5	2 8 0	2 8 2																		
400 +	M	3	4	3 2 8	4 2 5	3 7 5	3 7 2																		
	F	70	5	2 6 0	3 4 5	2 8 7	2 8 9						24	3	2 6 0	3 2 5	2 8 5	2 8 1							
Summary	M	20	3	3 2 0	4 2 5	3 7 6	3 7 2	4	3	3 2 0	3 9 0	3 3 6	3 4 5	13	4	3 7 0	4 2 5	3 7 6	3 8 4						
	F	59	12	2 6 0	3 4 5	2 8 5	2 8 7	21	3	2 7 4	3 4 4	2 8 7	2 9 7	26	4	2 6 0	3 2 5	2 8 5	2 8 1						

Definition of Duties: Similar duties to those of Lab Technician Position 29, but incumbent must possess the designation R.T. (Registered Technician).

SECTION 11

Range of Wages, Weighted Averages and Medians

By Type of Business

Alberta - Calgary - Edmonton

Section 11 should be studied in conjunction with Section 1.

Comments made in Section 1 outlining methods also apply in this Section.

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(*) Indicates both monthly and hourly rates shown.

Note: Positions 49, 51 and 52 were not included in the survey.

MONTHLY SALARY AND WAGE RATES
BY TYPE OF BUSINESS

Type of Firm Reporting	ALBERTA					CALGARY					EDMONTON				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
			\$	\$	\$			\$	\$	\$			\$	\$	\$
1. JUNIOR CLERK															
CONSTRUC M	6	4	215 281	250	253										
CONSTRUC F	7	4	165 225	185	190	6	3	165 225	180	186					
MANUFACT M	53	21	175 285	220	221	9	5	175 273	251	238	28	12	180 260	210	213
MANUFACT F	55	26	150 217	170	175	17	7	150 200	162	163	20	12	151 217	190	183
OIL FIRMS M	91	32	180 283	220	225	79	28	180 283	220	225	12	4	200 275	215	225
OIL FIRMS F	74	23	155 225	200	195	57	18	155 225	200	197	17	5	160 215	200	189
PUB SERV M	43	13	180 285	205	213	18	4	185 217	185	189	15	7	180 260	205	212
PUB SERV F	159	16	160 228	194	193	22	4	163 228	205	197	134	10	163 227	190	193
DEPT STORE F	148	12	151 226	195	195	91	4	156 226	194	199	36	4	151 225	195	194
WHOLESALE M	23	17	180 250	215	211	8	3	187 235	207	210	15	9	180 250	215	212
WHOLESALE F	76	34	150 227	180	182	38	17	150 227	180	183	34	15	150 214	185	181
AUTOMOTIVE M															
AUTOMOTIVE F	19	9	150 225	165	172	10	5	150 210	190	179	8	3	150 225	160	166
FINANCIAL M	14	7	179 250	210	209										
FINANCIAL F	40	14	150 212	167	166	25	4	150 208	167	164	13	8	150 212	165	171
RETAIL M	40	17	174 275	212	217	22	9	174 264	200	207	17	7	180 267	229	227
RETAIL F	75	35	150 225	175	178	42	17	150 225	180	191	28	15	151 215	173	176
INSTIT M															
INSTIT F	46	10	161 223	180	189	11	3	161 220	205	194	32	5	165 223	180	187
SUMMARY M	273	114	174 285	215	220	143	60	174 283	212	218	98	44	180 281	215	218
SUMMARY F	699	183	150 228	190	187	319	82	150 228	190	188	323	78	150 227	190	187

Definition Performs beginning level clerical work of a routine nature; sorts and distributes mail; addresses, stuffs, and stamps envelopes; keeps simple office records; operates standard office equipment
of Duties: such as adding machines, mimeograph and ditto; makes simple arithmetical computations.

MONTHLY SALARY AND WAGE RATES

BY TYPE OF BUSINESS

92

Type of Firm Reporting	ALBERTA					CALGARY					EDMONTON				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
			\$	\$	\$			\$	\$	\$			\$	\$	\$

2.

GENERAL (INTERMEDIATE) CLERK

CONSTRUC	M	39	18	265	425	350	353	19	7	265	425	345	344	20	10	275	410	362	360
CONSTRUC	F	10	6	185	300	250	246							5	3	230	300	250	259
MANUFACT	M	144	47	250	425	325	324	49	14	250	411	333	331	67	18	250	425	310	319
MANUFACT	F	77	29	180	315	227	232	36	7	180	290	227	230	23	13	184	315	230	247
OIL FIRMS	M	465	59	250	432	369	365	372	42	250	432	369	366	93	17	250	432	365	357
OIL FIRMS	F	57	26	180	315	270	268	47	21	200	315	270	273	10	5	180	305	233	242
PUB SERV	M	198	16	250	395	328	324	98	4	260	375	328	339	92	9	250	395	313	311
PUB SERV	F	167	17	198	315	235	245	33	4	198	310	235	252	133	12	198	315	235	244
DEPT STORE	M	12	7	281	390	346	335												
DEPT STORE	F	89	10	180	303	255	250	51	4	195	281	260	252						
WHOLESALE	M	105	40	250	425	290	305	40	17	255	424	293	308	62	20	250	425	290	304
WHOLESALE	F	76	31	180	315	240	235	26	16	200	315	240	250	50	15	180	280	230	227
AUTOMOTIVE	M	11	9	275	375	303	323	3	3	300	350	350	333	8	6	275	375	303	320
AUTOMOTIVE	F	16	11	185	300	207	224	9	5	190	300	215	232	6	4	185	285	217	224
FINANCIAL	M	64	21	250	425	296	303	22	8	250	425	253	285	35	10	250	400	315	316
FINANCIAL	F	151	33	180	310	220	224	54	9	181	308	215	226	56	10	185	310	225	229
RETAIL	M	139	21	250	400	305	305	68	11	250	400	311	312	68	7	265	373	305	299
RETAIL	F	69	37	180	314	217	233	24	13	134	313	236	246	40	20	180	314	217	227
INSTIT	M	6	5	310	345	327	328							4	3	310	345	320	323
INSTIT	F	61	14	180	310	228	231	15	4	200	300	216	231	34	5	180	310	244	242
SUMMARY	M	1183	243	250	432	330	336	672	109	250	432	350	347	454	102	250	432	313	322
SUMMARY	F	773	214	180	315	235	238	297	85	180	315	242	245	386	89	180	315	235	238

Definition of Duties: Performs a variety of Clerical duties, under general supervision, involving a good knowledge of office clerical procedures and methods. Gathers source material for reports; maintains and balances various types of ledger accounts; does posting of fairly complex records, etc.; may have responsibility for handling limited funds; may involve personal contact with the public. Assigns routine work to others in work-leader capacity with limited responsibility for disciplinary supervision.

MONTHLY SALARY AND WAGE RATES
BY TYPE OF BUSINESS

Type of Firm Reporting	ALBERTA					CALGARY					EDMONTON				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
			\$	\$	\$			\$	\$	\$			\$	\$	\$

3. PRINCIPAL (SENIOR) CLERK

CONSTRUC	M	9	8	420	550	475	478	5	4	450	550	500	495	3	3	420	500	475	465
MANUFACT	M	42	31	335	600	426	437	9	7	350	600	435	457	18	15	346	545	435	440
MANUFACT	F	3	3	275	346	338	319												
OIL FIRMS	M	105	24	340	600	460	472	98	18	340	600	459	471	7	6	425	574	490	488
OIL FIRMS	F																		
PUB SERV	M	81	18	335	596	435	446	13	4	375	550	550	504	60	10	335	596	435	437
PUB SERV	F	19	8	283	375	335	335							18	7	283	375	335	336
DEPT STORE	M																		
DEPT STORE	F	3	3	238	368	325	310												
WHOLESALE	M	48	37	335	600	460	449	16	15	350	600	479	475	29	19	335	600	432	439
WHOLESALE	F	6	6	250	350	272	284	3	3	250	350	285	295	3	3	257	305	260	274
AUTOMOTIVE	M	6	6	350	450	382	394	4	4	350	450	382	391						
FINANCIAL	M	38	16	346	542	400	408	11	4	375	475	396	402	21	6	346	498	400	403
FINANCIAL	F	8	5	250	325	280	278												
RETAIL	M	50	18	336	558	380	387	31	5	336	450	380	379	14	8	336	505	364	390
RETAIL	F	5	5	268	375	340	323							3	3	275	357	340	324
INSTIT	M	8	5	375	570	430	434												
INSTIT	F																		
SUMMARY	M	390	165	335	600	430	441	193	64	336	600	435	451	156	70	335	600	430	433
SUMMARY	F	50	34	225	375	315	310	9	9	250	368	325	314	31	19	238	375	330	319

Definition: Acts as office manager in a medium-size office, and supervises the work of from 10 to 20 employees; assigns work and checks its progress and completion; orders supplies; directs keeping of records and files.

4. JUNIOR CLERK-TYPIST

MANUFACT	F	78	20	165	230	195	194					70	15	165	230	200	196		
OIL FIRMS	F	65	30	170	236	220	214	54	23	185	236	223	216	11	7	170	236	200	204
PUB SERV	F	182	16	165	235	190	192	19	3	183	235	206	210	160	11	165	235	180	190
DEPT STORE	F	15	5	169	209	191	191												
WHOLESALE	F	58	32	165	236	192	194	23	16	170	231	215	209	31	12	165	217	180	183
AUTOMOTIVE	F	18	12	165	200	185	183	7	8	165	185	175	175	11	8	175	200	190	188
FINANCIAL	F	40	13	165	223	194	192	18	5	165	223	198	195	22	9	165	217	190	190
RETAIL	F	25	15	165	235	200	198	19	10	170	235	200	201	5	8	170	217	200	196
INSTIT	F	83	11	167	235	198	200							28	6	170	235	205	200
SUMMARY	F	554	154	165	236	196	196	199	65	165	236	206	206	345	73	165	236	190	192

Definition: Types reports, case records, statements, letters, charts, and other material from copy and rough drafts; performs simple clerical work such as receiving and distributing mail, checking computations, maintaining mailing lists, filing and operating a mimeograph or ditto. This is a beginning level position.

MONTHLY SALARY AND WAGE RATES
BY TYPE OF BUSINESS

46

Type of Firm Reporting	ALBERTA					CALGARY					EDMONTON				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
			\$	\$	\$			\$	\$	\$			\$	\$	\$

5. SENIOR CLERK-TYPIST

CONSTRUC	F	6	6	195	260	217	223	4	4	200	260	237	233						
MANUFACT	F	34	20	200	268	229	231	11	6	210	268	240	241	18	11	200	260	226	227
OIL FIRMS	F	45	24	190	280	251	247	35	19	210	280	260	250	9	6	190	265	245	236
PUB SERV	F	127	13	190	274	230	234	69	4	216	274	249	245	57	8	190	270	220	223
DEPT STORE	F	8	3	195	260	225	225												
WHOLESALE	F	34	22	190	275	225	231	14	9	195	275	250	242	19	12	190	276	220	225
AUTOMOTIVE	F	4	4	215	265	237	238	3	3	235	265	240	246						
FINANCIAL	F	29	15	195	270	225	224	6	4	195	260	225	227	22	10	200	270	225	223
RETAIL	F	18	14	190	272	250	240	11	7	190	270	245	236	7	7	200	272	250	247
INSTIT	F	53	10	195	274	230	233	5	3	220	274	262	256	34	3	210	270	240	238
SUMMARY	F	353	131	190	290	235	234	163	59	190	290	249	244	171	61	190	276	227	228

Definition of Duties: Types reports, case records, statements, etc., from copy and rough drafts which are very detailed and involve a high degree of accuracy and speed. May also perform clerical duties requiring some judgment and initiative.

6. JUNIOR STENOGRAPHER

CONSTRUC	F	7	7	180	240	205	208	4	4	185	235	215	212						
MANUFACT	F	25	17	182	255	209	213	6	5	195	255	225	224	13	8	182	249	209	210
OIL FIRMS	F	135	38	195	256	229	228	105	28	195	256	229	227	30	10	200	255	232	232
PUB SERV	F	110	17	180	257	216	213	23	4	206	255	233	235	87	12	180	257	202	208
DEPT STORE	F	3	3	195	209	195	199												
WHOLESALE	F	19	15	184	239	215	209	13	9	184	239	217	214	5	5	185	207	200	196
AUTOMOTIVE	F	6	4	185	230	210	207							4	3	210	230	215	217
FINANCIAL	F	22	10	183	239	200	202	13	6	183	239	200	202	4	4	189	210	200	199
RETAIL	F	21	10	182	245	210	210	15	5	182	245	210	209	6	5	205	225	212	213
INSTIT	F	15	7	180	249	205	212	7	3	180	249	225	215	8	4	185	240	202	208
SUMMARY	F	363	128	180	257	218	217	193	67	180	256	224	222	160	51	180	257	210	213

Definition of Duties: Takes and transcribes routine dictation; does general typing and simple clerical work; prepares simple tabulations; keeps time records, occasionally operates duplicating machines and other office machines. This is a beginning level position.

MONTHLY SALARY AND WAGE RATES
BY TYPE OF BUSINESS

Type of Firm Reporting	ALBERTA					CALGARY					EDMONTON				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
			\$	\$	\$			\$	\$	\$			\$	\$	\$

7. STENOGRAPHER

CONSTRUC	F	28	22	200	300	250	248	10	9	225	300	265	266	17	12	200	292	233	240
MANUFACT	F	108	64	200	305	240	242	23	21	200	300	234	238	66	32	205	305	240	246
OIL FIRMS	F	344	69	200	310	270	267	299	49	200	310	267	267	56	20	215	310	275	270
PUB SERV	F	202	23	200	300	258	254	56	6	208	299	274	267	132	12	200	300	250	251
DEPT STORE	F	24	6	209	310	248	250	10	3	209	310	249	252	14	3	210	310	246	248
WHOLESALE	F	102	67	200	310	240	241	42	30	200	295	247	246	55	33	200	310	235	239
AUTOMOTIVE	F	15	12	200	305	225	237	5	5	220	280	250	252	9	6	200	305	225	232
FINANCIAL	F	94	36	200	310	230	236	42	12	200	310	240	244	38	14	200	300	230	232
RETAIL	F	67	25	200	300	260	253	35	12	200	300	250	252	31	12	200	285	266	255
INSTIT	F	29	11	200	287	245	244	15	5	200	287	248	247	13	5	210	283	245	243
SUMMARY	F	1013	335	200	310	255	253	525	152	200	310	260	260	438	149	200	310	250	249

Definition of Duties: Takes dictation, transcribes, lays out and types a variety of correspondence and reports, etc., for one or more individuals. May maintain files, answer telephones, handle mail, maintain simple records and perform routine straight-forward clerical duties. Job level above Junior Stenographer but not equal to secretarial job.

8. SECRETARY

CONSTRUC	F	29	21	240	335	275	280	14	6	245	335	275	279	14	14	240	335	273	283
MANUFACT	F	49	25	240	368	285	292	20	6	240	368	309	310	20	14	245	345	273	283
OIL FIRMS	F	169	49	240	374	325	318	140	33	240	374	328	320	29	11	240	374	310	308
PUB SERV	F	84	20	240	368	300	295	12	7	274	359	319	314	64	11	240	368	300	297
DEPT STORE	F	9	6	242	346	312	309							5	3	291	346	320	317
WHOLESALE	F	41	31	240	347	275	283	19	13	240	346	282	285	21	17	250	347	275	280
AUTOMOTIVE	F																		
FINANCIAL	F	37	20	250	346	281	280	17	9	250	346	265	274	19	10	250	340	281	286
RETAIL	F	20	12	240	350	282	286	11	6	257	350	300	295	9	6	240	310	270	274
INSTIT	F	30	10	240	330	270	273	10	4	245	295	285	281	20	6	240	330	257	270
SUMMARY	F	471	196	240	374	295	298	247	92	240	374	305	308	203	93	240	374	295	290

Definition of Duties: Takes dictation, transcribes, lays out and types a variety of correspondence, reports, minutes of meetings, etc., often of a technical nature, for department head or junior executive. Relieves supervisor of routine administrative detail by arranging his appointments, composing and typing replies to routine correspondence for his signature; interviewing callers to determine nature of their business; answering telephone queries; transmitting instructions, etc., sets up and maintains filing systems and various confidential records. Work requires good knowledge of departmental personnel and their functions. (N.B. Does not include secretaries to Senior Executives).

MONTHLY SALARY AND WAGE RATES

BY TYPE OF BUSINESS

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Type of Firm Reporting	ALBERTA					CALGARY					EDMONTON				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
			\$	\$	\$			\$	\$	\$			\$	\$	\$

9. BOOKKEEPER

CONSTRUC	M	18	14	315	476	346	367	6	6	325	450	425	385	9	5	315	476	346	357
CONSTRUC	F	12	12	250	325	275	276	3	3	250	325	275	283	7	7	250	300	275	273
MANUFACT	M	44	34	275	500	368	366	16	12	275	500	400	391	19	16	275	476	340	347
MANUFACT	F	28	23	195	325	251	251	7	6	195	292	250	241	15	12	195	325	275	264
OIL FIRMS	M	131	22	275	535	475	466	103	13	300	535	475	471	28	9	275	535	459	445
OIL FIRMS	F	11	8	260	328	290	293	9	6	260	328	295	297						
PUB SERV	M	4	3	374	509	389	415												
PUB SERV	F	3	3	260	315	300	291												
DEPT STORE	M																		
DEPT STORE	F	5	5	195	303	225	241							4	4	195	273	217	225
WHOLESALE	M	21	14	275	440	310	323	4	4	285	375	360	345	15	8	275	440	303	319
WHOLESALE	F	17	17	205	335	260	265	5	5	230	325	270	274	11	11	215	335	260	266
AUTOMOTIVE	M	4	4	275	375	285	305	3	3	285	375	285	315						
AUTOMOTIVE	F	12	11	200	310	250	245	4	4	200	310	230	242	5	4	250	285	255	261
FINANCIAL	M	4	4	275	423	325	337							4	4	275	423	325	337
FINANCIAL	F	16	11	205	318	250	261	6	4	235	310	302	284	7	4	210	318	250	260
RETAIL	M	18	8	300	420	325	332	8	4	300	420	347	349	9	3	307	342	314	317
RETAIL	F	24	24	199	335	242	248	7	7	200	335	238	251	13	13	200	319	238	242
INSTIT	M	4	4	310	475	344	368												
INSTIT	F	7	6	210	330	240	261												
SUMMARY	M	249	108	275	535	416	412	142	44	275	535	445	444	89	49	275	535	346	372
SUMMARY	F	135	120	195	335	260	260	44	37	195	335	276	271	67	60	195	335	260	260

Definition of Duties: Maintains a uniform double-entry set of books; maintains journals and general ledgers of financial transactions, including revenue and expenditure analyses; posts and balances general and subsidiary ledgers; prepares claims and pay-rolls; may supervise several juniors engaged in related duties.

10. ACCOUNTANT

CONSTRUC	M	7	6	450	650	550	571							4	4	525	650	587	587
MANUFACT	M	11	10	450	750	510	564	3	3	450	650	510	536	7	6	475	750	525	583
OIL FIRMS	M	64	31	435	785	610	607	59	27	435	785	604	602	5	4	475	780	725	669
PUB SERV	M	10	6	434	708	502	540							6	3	478	625	502	522
DEPT STORE	M																		
WHOLESALE	M	11	11	425	650	500	529	3	3	425	563	500	496	8	8	450	650	525	542
AUTOMOTIVE	M	4	4	500	600	600	562	3	3	500	600	600	566						
FINANCIAL	M																		
RETAIL	M	10	6	433	650	540	525	7	3	433	575	540	506	3	3	500	650	553	567
INSTIT	M																		
SUMMARY	M	120	77	425	785	568	578	83	45	425	785	575	583	35	30	450	780	550	571

Definition of Duties: This position requires the incumbent to hold a professional degree in accounting. Duties include preparing financial statements and balance sheets, setting up new accounts and ledgers, auditing accounts, and preparing budgets. Supervises a group of clerical workers operating the accounting system.

MONTHLY SALARY AND WAGE RATES
BY TYPE OF BUSINESS

	ALBERTA					CALGARY					EDMONTON				
Type of Firm Reporting	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
			\$	\$	\$			\$	\$	\$			\$	\$	\$

11. ACCOUNTANT AND/OR OFFICE SUPERVISOR

CONSTRUC	M	19	17	375	550	425	447	5	5	400	550	500	475	10	9	375	525	440	448
MANUFACT	M	65	53	340	606	470	474	19	16	340	606	500	476	31	23	390	585	480	486
OIL FIRMS	M	88	41	350	635	525	525	74	31	400	635	525	527	14	10	350	625	532	512
PUB SERV	M	16	10	375	625	509	490							10	6	375	625	495	481
DEPT STORE	M	7	6	346	541	390	409												
WHOLESALE	M	43	40	345	623	420	425	15	15	345	506	422	423	22	19	346	623	425	443
AUTOMOTIVE	M	19	19	350	635	450	465	6	6	400	635	500	515	7	7	375	625	460	480
FINANCIAL	M	26	17	342	577	417	428	8	5	342	517	426	428	10	5	346	577	415	438
RETAIL	M	29	27	340	600	424	443	12	12	361	600	466	461	13	11	390	541	424	446
INSTIT	M	7	7	375	500	455	444												
SUMMARY	M	319	237	340	635	475	471	145	94	340	635	496	495	121	94	346	625	456	467
SUMMARY	F	34	30	250	475	312	327	12	12	250	409	325	321	15	11	250	475	310	337

Definition of Duties: Duties and degree of supervision required of the incumbent are closely related to those of the Accountant, but the incumbent is not possessed of a professional degree in accountancy.

12. TELEPHONE OPERATOR

CONSTRUC	F	16	16	175	270	213	218	6	6	200	270	218	223	10	10	175	260	213	215
MANUFACT	F	50	44	184	270	223	221	17	15	185	270	225	225	29	25	185	265	217	219
OIL FIRMS	F	53	48	175	270	230	231	33	35	175	270	235	231	15	13	180	270	230	230
PUB SERV	F	19	8	190	270	235	238	10	4	213	262	250	245						
DEPT STORE	F	17	6	182	266	225	227							9	3	195	260	225	230
WHOLESALE	F	51	46	170	270	215	213	23	22	170	252	200	204	28	24	170	270	220	220
AUTOMOTIVE	F	16	15	170	250	190	195	6	6	175	195	183	184	8	7	175	250	208	208
FINANCIAL	F	16	15	171	240	210	208	6	5	192	235	208	210	10	10	171	240	210	207
RETAIL	F	53	27	175	270	203	207	33	15	183	270	203	212	20	12	175	225	205	200
INSTIT	F	44	13	170	262	220	213	10	3	185	262	226	222	26	5	185	245	225	221
SUMMARY	F	335	238	170	270	220	217	156	113	170	270	220	220	162	111	170	270	220	218

Definition of Duties: Operates a branch telephone switchboard and gives routine information to the public; answers telephone calls; places long distance calls, and keeps records of calls and toll charges; does simple clerical or typing tasks.

MONTHLY SALARY AND WAGE RATES
BY TYPE OF BUSINESS

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	ALBERTA					CALGARY					EDMONTON				
Type of Firm Reporting	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
			\$	\$	\$			\$	\$	\$			\$	\$	\$

13. CALCULATING MACHINE OR COMPTOMETER OPERATOR

CONSTRUC	F	4	4	225	275	248	245	3	3	225	275	235	245						
MANUFACT	F	38	14	185	281	255	243	16	5	200	281	254	256	20	7	185	281	234	237
OIL FIRMS	F	46	19	205	295	245	241	41	16	205	285	235	239	5	3	230	280	260	258
PUB SERV	F	14	5	200	270	210	218							13	4	200	270	210	217
DEPT STORE	F	51	3	186	285	245	242							17	5	185	285	244	239
WHOLESALE	F	46	23	185	286	220	220	17	12	185	286	234	231	25	10	185	288	210	213
RETAIL	F	46	19	185	281	220	223	41	15	185	281	220	220	5	3	220	280	253	253
SUMMARY	M	7	5	210	337	234	259	4	3	215	337	304	290						
SUMMARY	F	249	87	185	286	235	233	154	47	185	286	236	236	89	35	185	286	225	230

Definition: Operates Comptometer or Friden, Marchant or Burroughs type of calculating machines in checking extensions and additions on invoices, statements, etc., and in computing taxes, discounts, payrolls, interest, etc. Emphasis on machine operation, but work may involve minor clerical duties as well.

14. BOOKKEEPING MACHINE OPERATOR

CONSTRUC	M	5	3	220	315	245	265												
CONSTRUC	F	8	7	215	280	253	247	6	5	215	275	253	247						
MANUFACT	M	5	3	221	325	254	262												
MANUFACT	F	35	24	184	275	235	233	12	8	184	273	234	235	18	11	195	275	239	237
OIL FIRMS	F	29	18	185	280	260	249	26	16	205	290	260	252						
PUB SERV	F	17	6	200	274	220	228												
DEPT STORE	F	11	7	173	275	221	224							7	3	173	275	217	220
WHOLESALE	F	57	40	162	270	225	219	24	14	135	269	240	235	24	16	170	270	215	213
AUTOMOTIVE	F	20	16	160	265	235	223	8	7	190	265	235	231	8	5	190	265	245	237
FINANCIAL	F	66	13	159	238	179	195	35	5	159	238	184	189	18	5	162	220	185	187
RETAIL	F	33	25	160	275	210	217	19	13	173	275	224	225	11	9	184	275	215	217
INSTIT	F	7	7	215	274	258	245							3	3	225	265	260	250
SUMMARY	M	24	16	210	384	258	274	12	3	210	384	305	290	9	6	220	354	245	260
SUMMARY	F	283	163	158	280	217	213	135	76	158	280	229	226	105	58	162	280	220	218

Definition: Prepares and maintains ledger cards by making machine posting of debits, credits and balances, using standard bookkeeping machine having both alphabetic and numeric keyboards with calculating and cumulative attachments. Works under supervision of Accountant, but duties require some knowledge of company accounting procedures and policies, and a background of bookkeeping principles. Maintains files of related source documents.

MONTHLY SALARY AND WAGE RATES
BY TYPE OF BUSINESS

Type of Firm Reporting	ALBERTA					CALGARY					EDMONTON				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
			\$	\$	\$			\$	\$	\$			\$	\$	\$

15. BILLING MACHINE OPERATOR

MANUFACT F	10	7	173 275	205 212		5	4	175 275	220 227						
OIL FIRMS F	5	5	205 275	234 238		4	4	205 275	233 236						
DEPT STORE F	15	4	202 275	260 249											
WHOLESALE F	26	14	175 255	215 215		14	9	175 250	213 214		12	6	195 255	220 217	
AUTOMOTIVE F	7	7	170 235	205 202							3	3	205 235	210 216	
RETAIL F	10	8	173 240	213 205							8	6	173 240	203 201	
SUMMARY M	4	4	220 280	258 254		4	4	220 280	258 254						
SUMMARY F	92	50	170 275	217 219		35	20	175 275	230 230		36	21	173 275	215 217	

Definition of Duties: Prepares invoices or monthly bills from accounting records prepared by others, checking accuracy and completeness of billing data in course of work. Operates electrically-powered or manual-type machine. Sorts copies of prepared bills for appropriate distribution. Majority of time is spent in typing bills.

16. KEYPUNCH OPERATOR

OIL FIRMS F	45	15	210 290	265 263		41	14	215 290	265 264						
PUB SERV F	36	5	210 287	247 247							24	3	210 285	241 240	
RETAIL F	9	3	210 280	240 234											
SUMMARY F	98	26	210 290	250 252		61	18	210 290	262 259		37	8	210 285	246 241	

Definition of Duties: Operates alphabetic or numeric key-punch machine and verifiers in recording data on tabulating cards; assists a tabulating machine operator in simple sorting and tabulating operations; assists in coding original data to facilitate entering on punch cards; does related clerical work.

17. TABULATING MACHINE OPERATOR

OIL FIRMS M	27	12	300 453	365 366		26	11	300 453	367 368						
SUMMARY M	47	18	300 453	361 361		36	13	300 453	363 368		11	5	305 425	330 341	
SUMMARY F	33	7	150 320	177 199		17	5	158 320	200 218						

Definition of Duties: Operators sorting and tabulating machines used in processing tabulating cards; makes necessary wiring and other adjustments to tabulating equipment to permit varied kinds of tabulations and sorts; makes reconciliations; prepares reports and statements; does related clerical work.

18. CIVIL ENGINEER IN TRAINING

CONSTRUC M	19	9	400 585	440 468							11	7	400 485	425 427	
MANUFACT M	5	4	375 435	400 407											
PUB SERV M	17	6	395 556	455 458											
SUMMARY M	47	23	375 585	440 455		17	6	400 585	443 478		27	14	375 556	425 441	

Definition of Duties: This position requires the incumbent to hold a university degree in engineering. Performs beginning level professional office and field civil engineering work, including the performance of instrument work in surveying property and building sites; performs simple engineering work in inspecting and testing on construction and maintenance projects; prepares designs, plans, specifications and estimates requiring the use of limited independent judgment.

MONTHLY SALARY AND WAGE RATES

BY TYPE OF BUSINESS

001

Type of Firm Reporting	ALBERTA					CALGARY					EDMONTON				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
			\$	\$	\$			\$	\$	\$			\$	\$	\$

19. CIVIL ENGINEER

CONSTRUC	M	69	27	475	800	595	598	24	7	475	800	575	602	42	17	475	800	598	600
MANUFACT	M	14	7	475	800	640	642							10	3	475	800	555	651
OIL FIRMS	M	14	7	490	740	570	586	9	4	500	650	577	581	6	3	490	740	570	591
PUB SERV	M	47	9	476	785	624	626							29	3	476	785	661	642
SUMMARY	M	145	51	475	800	600	611	46	15	475	800	585	596	88	27	475	800	610	620

Definition Registration in the Association of Professional Engineers. Has charge of the maintenance, location and design, or construction of engineering projects. Directs and supervises
of Duties: the activities of the field and office; makes decisions as to procedures and methods.

20. ELECTRICAL ENGINEER IN TRAINING

SUMMARY	M	6	6	395	625	406	447							3	3	395	625	400	473
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Definition This position requires the incumbent to hold a university degree in electrical engineering. Performs beginning level professional office, plant or field work including design, plans
of Duties: and specifications, installations and maintenance, requiring the use of limited independent judgment.

21. ELECTRICAL ENGINEER

CONSTRUC	M	3	3	600	835	740	725												
MANUFACT	M	5	3	560	750	670	648												
PUB SERV	M	21	4	498	741	591	606												
SUMMARY	M	32	12	498	835	661	632	8	4	498	835	524	594	21	5	502	750	661	639

Definition Registration in the Association of Professional Engineers of Alberta. Has charge of maintenance, design and construction of engineering projects; directs and supervises the
of Duties: activities of field, plant and office staffs; makes decisions as to procedures and method.

22. DRAFTSMAN IN TRAINING

CONSTRUC	M	20	12	250	350	273	290							11	9	250	310	250	267
MANUFACT	M	20	11	235	365	270	277	5	3	260	318	275	285	12	6	240	365	275	281
OIL FIRMS	M	40	19	235	359	277	287	12	16	235	359	270	279	8	3	245	357	337	319
OIL FIRMS	F	7	5	246	367	270	303	7	5	246	367	270	303						
PUB SERV	M	28	8	240	325	285	281							22	4	240	300	283	278
SUMMARY	M	111	53	235	365	275	282	47	22	235	359	275	284	55	24	240	365	283	283
SUMMARY	F	7	5	246	367	270	303	7	5	246	367	270	303						

Definition Under direction prepares simple drawings from sketches, field party notes, survey notes and other basic data; does some computations in connection with these drawings; prepares
of Duties: tracings of maps, engineering plans, etc.

MONTHLY SALARY AND WAGE RATES
BY TYPE OF BUSINESS

Type of Firm Reporting	ALBERTA					CALGARY					EDMONTON				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
			\$	\$	\$			\$	\$	\$			\$	\$	\$

23. DRAFTSMAN

CONSTRUC	M	51	18	320	475	400	394	22	3	375	475	389	397	27	13	320	475	400	397
MANUFACT	M	108	28	310	475	395	392	17	10	325	475	375	378	85	15	310	475	400	393
OIL FIRMS	M	183	47	310	475	380	387	141	34	310	475	379	386	42	13	315	470	389	389
OIL FIRMS	F	7	5	250	404	319	335	5	4	270	404	355	349						
PUB SERV	M	81	10	313	475	360	362							55	6	313	475	350	361
WHOLESALE	M	4	4	350	365	351	354												
SUMMARY	M	430	109	310	475	375	394	202	50	310	475	375	384	214	51	310	475	375	393
SUMMARY	F	9	7	250	404	315	326	7	5	270	404	319	340						

Definition: Prepares finished drawings from sketches, field party notes, survey notes and other basic data; does all computations in connection with these drawings; prepares tracings of maps, engineering plans, etc.

24. ARCHITECT (INEXPERIENCED)

CONSTRUC	M	4	3	375	450	438	425												
SUMMARY	M	7	6	362	500	425	419	5	4	375	500	425	425						

Definition: Performs general architectural work concerned with the design, layout and specifications of buildings, usually small structures.

25. ARCHITECT (EXPERIENCED)

CONSTRUC	M	13	7	470	833	575	598							7	4	470	675	550	547
PUB SERV	M	7	3	490	755	565	608							7	3	490	755	565	608
SUMMARY	M	21	11	470	833	565	595	6	3	475	833	637	636	14	7	470	755	565	578

Definition: Performs general architectural work concerned with the design, layout and specifications of buildings, usually larger in nature, and acts as co-ordinator for purposes of preparing final plans.

26. HOME ECONOMIST OR DIETICIAN

INSTIT	F	24	10	300	400	332	337							15	5	300	400	338	342
SUMMARY	F	29	14	300	400	335	339	10	5	300	399	344	339	16	6	300	400	360	344

Definition: Incumbent must have a degree in home economics or dietetics from a recognized university. Duties could require menu planning, ordering of foodstuffs, responsibility for food preparation, keeping of records and approval of invoices, etc. and general supervision of staff; or the distribution of practical information to the public through meetings, broadcasts, demonstration, prepared pamphlets, etc.

27. NURSE

MANUFACT	F	8	7	275	329	308	304							5	4	275	315	305	299
PUB SERV	F	9	3	288	328	313	310												
INSTIT	F	1247	19	270	330	288	289	374	5	270	328	290	296	516	6	270	330	285	284
SUMMARY	F	1267	32	270	330	288	289	379	9	270	329	290	297	550	13	270	330	285	285

Definition: Incumbent must possess the designation R.N. and should have practical experience as a professional nurse or specialized institutional or industrial training. Duties could include: standard nursing services, health education procedures, treatment of injuries, etc., and maintenance of adequate medical and health records.

MONTHLY SALARY AND WAGE RATES

BY TYPE OF BUSINESS

102

Type of Firm Reporting	ALBERTA					CALGARY					EDMONTON				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
			\$	\$	\$			\$	\$	\$			\$	\$	\$

28. NURSE'S AIDE OR PRACTICAL NURSE

INSTIT	F	596	17	180 240	200 206	168	5	180 235	200 209	195	5	180 240	195 201
SUMMARY	F	596	17	180 240	200 206	168	5	180 235	210 209	195	5	180 240	195 201

Definition of Duties: Incumbent should possess a certificate as a Nurse's Aide and should have some previous practical experience. Duties would be confined to assisting a registered nurse and incumbent would normally be under fairly close supervision.

29. LAB TECHNICIAN

MANUFACT	M	32	12	289 510	385 388	4	4	325 470	350 373	23	6	289 510	400 390
OIL FIRMS	M	5	3	365 500	382 411								
INSTIT	F	11	4	295 415	360 350								
SUMMARY	M	47	19	289 510	385 391	6	6	325 470	378 386	36	11	289 510	405 392
SUMMARY	F	13	6	295 415	340 344								

Definition of Duties: Incumbent must have university degree plus specialized training or experience as a laboratory technician. Duties would include those normally required for an institutional or industrial technician and would be required to carry out assignments with little or no supervision and maintain accurate records and reports. May be required to supervise assistants.

30. LAB ASSISTANT

MANUFACT	M	56	13	250 385	320 320	6	5	280 360	300 311	43	4	270 385	320 323
MANUFACT	F	13	4	180 320	275 269								
OIL FIRMS	M	24	8	250 390	334 328	19	5	285 390	337 334	5	3	250 350	298 304
PUB SERV	M	6	3	250 362	270 285								
INSTIT	M	25	4	240 370	280 290								
INSTIT	F	27	9	180 305	216 227	7	3	213 262	223 230				
SUMMARY	M	121	30	240 390	315 311	28	12	260 390	330 325	84	13	240 385	315 308
SUMMARY	F	42	15	180 320	240 241	8	4	213 262	230 234	25	5	185 320	260 250

Definition of Duties: Incumbent should have good formal educational background at least at the Jr. Matric. level, and preferably some training or experience in laboratory work. Duties would require the Incumbent to perform routine tests and to generally assist the technicians. Work would be subject to close supervision or inspection by a qualified laboratory technician.

31. CHEMIST

MANUFACT	M	44	15	390 735	510 518					31	8	390 735	485 515
OIL FIRMS	M	6	4	475 745	613 605	5	3	475 745	650 631				
INSTIT	M	4	3	413 725	481 575								
SUMMARY	M	59	25	390 745	510 529	12	7	413 745	579 559	35	11	390 735	500 525
SUMMARY	F	7	5	350 500	442 434	3	3	350 452	450 417				

Definition of Duties: Incumbent must be a graduate in chemistry from a recognized university and should have specialized training or experience in public health or industrial applications. Would normally be required to work under a minimum of supervision and be able to supervise junior staff.

MONTHLY SALARY AND WAGE RATES
BY TYPE OF BUSINESS

Type of Firm Reporting	ALBERTA					CALGARY					EDMONTON				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average

32. LABOURER - Monthly Rate (dollars per month)

				\$	\$	\$			\$	\$	\$			\$	\$	\$	
MANUFACT	M	47	10	227	350	298	290	13	3	227	350	260	262	30	4	234	305
MANUFACT	F	13	3	115	262	258	218										
OIL FIRMS	M	159	3	275	385	320	340										
PUB SERV	M	60	6	245	298	259	269										
WHOLESALE	M	29	5	245	318	285	289					11	4	245	306	276	276
AUTOMOTIVE	M	38	5	235	325	260	262										
SUMMARY	M	387	33	227	385	298	304	194	10	227	385	320	317	130	15	233	305
SUMMARY	F	13	3	115	262	258	218										

32. LABOURER - Hourly Rate (cents per hour)

				¢	¢	¢			¢	¢	¢			¢	¢	¢	
CONSTRUC	M	795	32	130	185	185	173	609	11	135	185	185	179	121	11	130	180
MANUFACT	M	768	52	130	183	161	162	218	12	140	182	158	161	356	29	130	181
OIL FIRMS	M	71	9	130	150	140	142	69	5	130	150	140	142				
PUB SERV	M	923	8	130	179	172	170										
WHOLESALE	M	31	5	130	170	140	143							29	4	130	170
RETAIL	M	87	6	130	169	151	147	64	3	130	169	151	150				
SUMMARY	M	2752	114	130	185	172	167	1303	34	130	185	178	171	923	52	130	185

Definition of Duties: Performs routine manual work requiring no special previous training or experience but involving physical effort in the performance of such tasks as: digging and filling trenches, loading and unloading materials on trucks and carriers, and hand trucking materials. Uses a variety of common hand tools including pick, shovel, mattock, axe, crowbar, and sledge-hammer. Work is closely supervised and frequently checked in process and upon completion.

33. LABOUR FOREMAN - Monthly Rate (dollars per month)

				\$		\$		\$		\$		\$		\$		\$		\$	
CONSTRUC	M	25	6	310	475	425	408												
MANUFACT	M	54	30	290	560	385	386	17	8	315	460	382	380	16	10	290	560	361	386
OIL FIRMS	M	31	3	350	550	468	462	31	3	350	550	468	462						
PUB SERV	M	18	7	300	500	390	387												
WHOLESALE	M	9	6	299	481	325	338							5	5	299	481	325	357
AUTOMOTIVE	M	10	8	300	400	325	340	6	3	300	400	338	345						
RETAIL	M	19	7	300	500	332	344							9	3	314	500	332	357
SUMMARY	M	167	64	290	560	396	393	68	18	300	550	425	412	48	21	290	560	361	381

33. LABOUR FOREMAN - Hourly Rate (cents per hour)

				¢	¢	¢			¢	¢	¢			¢	¢	¢
CONSTRUC	M	50	10	175	210	195	193	41	5	175	210	195	194			
MANUFACT	M	11	6	172	209	194	190							7	3	179 209 195 194
OIL FIRMS	M	37	3	180	210	190	189									
PUB SERV	M	143	4	181	213	183	191									
SUMMARY	M	245	25	172	213	190	191	113	9	175	213	195	198	113	10	173 209 183 185

Definition of Duties: Directs a small crew of labourers, performing such work as excavating or moving lumber, gravel or dirt; may work with crew assisting personally in performance of work.

MONTHLY SALARY AND WAGE RATES

BY TYPE OF BUSINESS

104

Type of Firm Reporting	ALBERTA					CALGARY					EDMONTON				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average

34. LIGHT TRUCK DRIVER - Monthly Rate (dollars per month)

34. LIGHT TRUCK DRIVER - Monthly Rate (dollars per month)																			
				\$		\$		\$		\$		\$		\$		\$			
CONSTRUC	M	4	4	190	305	240	243							3	3	230	305	250	261
MANUFACT	M	46	23	185	346	285	279	29	8	200	314	314	293	9	9	185	346	280	273
OIL FIRMS	M	9	7	200	354	240	258	3	3	265	354	320	313	6	4	200	275	225	233
PUB SERV	M	6	4	245	295	250	264												
DEPT STORE	M	102	14	209	355	325	314	45	4	238	345	325	304	46	6	217	355	355	332
WHOLESALE	M	54	32	185	319	230	232	29	15	185	299	235	237	19	13	195	319	225	226
AUTOMOTIVE	M	27	14	185	281	220	226	11	8	185	255	215	218	15	5	190	281	225	233
RETAIL	M	108	26	190	346	249	263	34	11	195	281	238	238	59	9	195	346	305	282
SUMMARY	M	357	125	185	355	276	272	151	49	185	354	265	268	159	51	185	355	305	283

34. LIGHT TRUCK DRIVER - Hourly Rate (cents per hour)

34. LIGHT TRUCK DRIVER - Hourly Rate (cents per hour)																			
				¢	¢	¢			¢	¢	¢			¢	¢	¢			
CONSTRUC	M	13	11	150	185	160	162	7	6	150	185	155	161	5	4	155	185	160	167
MANUFACT	M	17	14	150	187	170	169	3	3	155	184	175	171	12	9	150	187	170	169
PUB SERV	M	259	7	166	186	172	171							229	5	166	186	172	171
WHOLESALE	M	17	4	150	164	164	159												
SUMMARY	M	310	40	150	187	172	170	15	13	150	185	155	163	262	22	150	187	172	170

Definition of Duties: Drives a panel or other light or medium truck in carrying materials or in making collections or deliveries; may service but does not repair equipment; keeps simple records.

35. MEDIUM TRUCK DRIVER - Monthly Rate (dollars per month)

				\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
MANUFACT	M	23	7	238	338	325	298	12	3	260	338	338	327
OIL FIRMS	M	11	5	250	315	285	274	8	3	250	314	250	266
PUB SERV	M	13	3	245	305	280	280						
WHOLESALE	M	11	7	230	338	250	257					5	4
RETAIL	M	8	4	240	300	250	258						
SUMMARY	M	69	29	230	338	275	278	24	8	238	338	301	298

35. MEDIUM TRUCK DRIVER - Hourly Rate (cents per hour)

35. MEDIUM TRUCK DRIVER																			
			¢	¢	¢			¢	¢	¢		¢	¢		¢	¢			
CONSTRUC	M	72	14	140	185	175	170	23	6	150	185	165	165	47	6	150	180	175	174
MANUFACT	M	57	18	140	185	173	167	4	3	140	173	171	163	34	7	155	185	175	171
PUB SERV	M	122	3	175	183	181	180												
SUMMARY	M	272	39	140	185	176	173	108	11	140	185	181	174	141	17	150	185	175	174

Definition of Duties: Drives 2-ton dump truck or other similar vehicle in carrying sand, gravel, etc. Services but does not repair equipment.

MONTHLY SALARY AND WAGE RATES
BY TYPE OF BUSINESS

Type of Firm Reporting	ALBERTA					CALGARY					EDMONTON				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average

36. HEAVY EQUIPMENT OPERATOR - Monthly Rate (dollars per month)

				\$	\$	\$			\$	\$	\$			\$	\$	\$
OIL FIRMS	M	21	5	305	387	350	346	10	3	309	386	350	347			
PUB SERV	M	14	3	280	329	316	311									
SUMMARY	M	39	10	280	387	320	328	0	3	309	386	342	347	15	3	305 387 320 337

36. HEAVY EQUIPMENT OPERATOR - Hourly Rate (cents per hour)

				¢	¢	¢			¢	¢	¢			¢	¢	¢
CONSTRUC	M	155	14	150	220	190	187	112	5	150	220	190	187	36	5	150 220 190 191
MANUFACT	M	26	12	157	220	196	190							14	6	157 220 199 188
OIL FIRMS	M	15	3	160	210	180	182									
PUB SERV	M	136	5	164	220	202	201									
SUMMARY	M	333	35	150	220	202	193	189	10	150	220	200	192	118	14	150 220 202 197

Definition: Operates a heavy crawler type tractor or bulldozer, roller, elevator grader, hoist, asphalt distributor, large concrete mixer, power shovel, etc.; services equipment with fuel, oil and grease, and makes minor running adjustments and repairs.

37. FOREMAN MECHANIC OR SERVICE MANAGER - Monthly Rate (dollars per month)

				\$	\$	\$			\$	\$	\$			\$	\$	\$
CONSTRUC	M	12	8	375	525	480	463					8	6	375	525	438 443
MANUFACT	M	33	12	375	534	425	432	5	4	390	475	430	433	23	5	375 525 425 424
OIL FIRMS	M	10	6	420	525	494	478	7	1	439	525	494	478			
PUB SERV	M	10	4	390	487	416	432									
WHOLESALE	M	21	13	350	525	410	420	13	7	350	525	425	430	5	4	372 470 405 419
AUTOMOTIVE	M	58	30	346	525	400	415	19	11	360	525	400	416	19	8	350 525 425 440
RETAIL	M	12	10	350	501	485	465	6	4	450	501	500	483	5	5	400 500 475 466
SUMMARY	M	157	84	346	534	425	432	55	33	350	525	445	443	71	32	350 525 425 437

37. FOREMAN MECHANIC OR SERVICE MANAGER - Hourly Rate (cents per hour)

				¢	¢	¢			¢	¢	¢			¢	¢	¢
MANUFACT	M	3	3	180	225	200	201									
RETAIL	M	6	3	209	240	225	224									
SUMMARY	M	24	12	180	270	233	234	11	6	180	252	235	227	12	5	200 270 245 242

Definition: Incumbent must be skilled in automotive repair work and have journeyman's rating. May have special training in service functions and the use of special equipment. Directs mechanics in their duties, details work and handles special problems related to service and repair.

MONTHLY SALARY AND WAGE RATES

BY TYPE OF BUSINESS

901

Type of Firm Reporting	ALBERTA					CALGARY					EDMONTON				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average

38. AUTOMOBILE MECHANIC - Monthly Rate (dollars per month)

			\$	\$	\$			\$	\$	\$			\$	\$	\$
MANUFACT	M	4	3	303	411	357	357								
OIL FIRMS	M	17	5	334	425	379	375				10	3	335	416	383 381
WHOLESALE	M	19	5	300	365	331	336				4	3	325	365	350 343
AUTOMOTIVE	M	22	6	300	425	365	360	6	3	300 325	315	313	16	3	300 425 380 378
RETAIL	M	4	4	300	400	342	345								
SUMMARY	M	108	28	300	425	370	362	26	9	300 425	325	337	79	17	300 425 380 370

38. AUTOMOBILE MECHANIC - Hourly Rate (cents per hour)

			¢	¢	¢			¢	¢	¢			¢	¢	¢
CONSTRUC	M	39	6	180	220	195	195	5	3	185 220	195	199	34	3	180 205 195 195
MANUFACT	M	8	5	195	221	211	209								
OIL FIRMS	M	32	3	180	210	195	193								
PUB SERV	M	57	5	180	223	218	215								
WHOLESALE	M	120	4	180	220	205	204								
AUTOMOTIVE	M	478	34	180	220	200	200	216	12	180 220	210	206	168	9	180 220 200 196
RETAIL	M	53	6	180	217	203	202	40	3	180 217	210	206	13	3	184 203 194 192
SUMMARY	M	787	63	180	223	203	201	346	23	180 223	210	207	332	22	180 223 210 199

Definition of Duties: Does skilled automotive equipment repair work of a journeyman's level; inspects and locates mechanical defects; overhauls, repairs and adjusts automobiles, trucks, and other automotive equipment.

39. TRADESMAN'S HELPER - Monthly Rate (dollars per month)

			\$	\$	\$			\$	\$	\$			\$	\$	\$
MANUFACT	M	4	3	260	303	288	284								
PUB SERV	M	18	3	263	317	295	291								
WHOLESALE	M	14	6	200	340	250	257	5	3	200 250	225	230	9	3	205 340 300 272
AUTOMOTIVE	M	15	7	180	316	217	224								
RETAIL	M	4	3	200	281	244	242								
INSTIT	M	6	4	230	290	269	263								
SUMMARY	M	68	29	180	350	263	265	20	13	195 350	250	264	33	10	195 340 280 280

39. TRADESMAN'S HELPER - Hourly Rate (cents per hour)

			¢	¢	¢			¢	¢	¢			¢	¢	¢
CONSTRUC	M	25	10	140	190	170	170				10	3	140	185	168 166
MANUFACT	M	352	23	145	196	173	173	193	6	165 195	173	172	147	13	145 195 175 173
WHOLESALE	M	18	4	140	194	150	154								
AUTOMOTIVE	M	37	11	140	185	155	158	21	5	140 185	170	161	12	4	140 185 150 155
RETAIL	M	42	10	140	192	174	171	19	5	140 179	174	169	23	5	150 192 174 172
SUMMARY	M	510	61	140	196	173	171	265	21	140 195	173	172	217	28	140 195 171 171

Definition of Duties: Incumbent is not a qualified journeyman or apprentice but is required to perform work above the level of a labourer. Work is generally closely supervised or inspected at frequent intervals.

MONTHLY SALARY AND WAGE RATES
BY TYPE OF BUSINESS

Type of Firm Reporting	ALBERTA					CALGARY					EDMONTON				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average

40. JANITOR - Monthly Rate (dollars per month)

				\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$					
MANUFACT	M	54	19	200	300	239	247	24	9	209	294	239	254	25	7	200	300	249	246
OIL FIRMS	M	25	9	200	308	257	259	23	7	225	308	260	262						
PUB SERV	M	109	5	224	301	255	261												
DEPT STORE	M	67	12	217	312	281	274	35	4	239	309	281	270	24	5	217	312	299	282
WHOLESALE	M	18	16	200	260	223	224	7	6	200	250	215	219	10	9	200	260	225	228
AUTOMOTIVE	M	13	10	200	260	210	222							10	7	200	260	213	223
RETAIL	M	23	18	204	275	240	239	14	9	204	275	238	239	8	8	215	275	245	243
INSTIT	M	169	16	200	312	243	244	71	5	200	287	243	250	80	5	200	312	243	242
SUMMARY	M	480	107	200	312	241	251	198	43	200	309	246	256	256	47	200	312	245	250
SUMMARY	F	6	5	140	218	183	178	4	3	140	218	195	187						

40. JANITOR - Hourly Rate (cents per hour)

			¢	¢	¢		¢	¢	¢		¢	¢	¢						
MANUFACT	M	58	26	120	181	152	153	10	6	158	181	173	171	40	17	120	181	145	149
WHOLESALE	M	4	3	130	180	146	150												
RETAIL	M	43	7	118	169	130	136	5	4	125	169	125	134						
SUMMARY	M	108	39	118	181	145	146	18	13	125	181	162	155	81	22	118	181	145	143

Definition Under close supervision sweeps, mops, dusts, scrubs and waxes floors; washes walls, woodwork, windows and mirrors; clean wash-bowls and fixtures; arranges, moves and polishes of Duties: furniture; may also operate a heating system not requiring a stationary engineer's certificate.

41. 3rd CLASS SHIFT STATIONARY ENGINEER - Monthly Rate (dollars per month)

				\$	\$	\$			\$	\$	\$			\$	\$	\$
MANUFACT	M	9	4	303	365	335	329									
INSTIT	M	37	9	250	365	350	321									
SUMMARY	M	61	19	250	365	335	325	17	5	298	365	353	335	18	6	273 352 348 328

41. 3rd CLASS SHIFT STATIONARY ENGINEER - Hourly Rate (cents per hour)

				¢		¢ ¢				¢		¢ ¢				¢		¢ ¢	
MANUFACT	M	66	15	188	254	228	224	14	4	199	230	212	212	35	7	195	254	222	226
PUB SERV	M	17	3	196	253	233	229												
SUMMARY	M	93	21	188	254	229	226	22	7	199	246	216	219	48	9	195	254	229	231

Definition Performs the manual and semi-skilled tasks involved in firing and maintaining boilers (requiring a 3rd class stationary engineer's certificate) used in heating buildings; adjusts fuel and draft of Duties: supply, maintains proper pressures and water levels, cleans, oils, adjusts, and makes minor repairs; performs related mechanical and labouring work.

MONTHLY SALARY AND WAGE RATES

BY TYPE OF BUSINESS

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Type of Firm Reporting	ALBERTA					CALGARY					EDMONTON				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average

42. 2nd CLASS SHIFT STATIONARY ENGINEER - Monthly Rate (dollars per month)

				\$	\$	\$			\$	\$	\$	\$	\$	\$
MANUFACT	M	11	7	405	510	472	465							
RETAIL	M	3	3	346	390	390	375							
INSTIT	M	12	6	353	500	475	434	7	3	390	500	484	472	
SUMMARY	M	36	21	336	510	421	428	12	8	336	500	484	445	14 7 346 487 385 393

42. 2nd CLASS SHIFT STATIONARY ENGINEER - Hourly Rate (cents per hour)

				¢	¢	¢			¢	¢	¢			¢	¢	¢			
MANUFACT	M	22	6	230	270	261	257					15	4	230	270	261	259		
OIL FIRMS	M	13	3	263	291	269	268												
SUMMARY	M	49	12	230	293	263	262	17	4	230	269	254	257	32	8	230	293	263	265

Definition of Duties: Performs the manual and skilled tasks involved in firing and maintaining boilers, maintaining compressors, refrigeration and other similar equipment (requiring a 2nd class stationary engineer's certificate), adjusts fuel and draft supply, maintains proper pressures and water levels, cleans, oils, adjusts and makes minor repairs. Performs related mechanical work. Non-supervisory position.

43. CARPENTER - Monthly Rate (dollars per month)

43. CARPENTER - Monthly Rate (dollars per month)																			
				\$		\$		\$		\$				\$		\$			
MANUFACT	M	5	4	303	411	336	344	4	3	303	346	331	327						
OIL FIRMS	M	4	3	304	394	353	350												
PUB SERV	M	8	5	275	415	380	352												
DEPT STORE	M	16	5	260	411	355	361					9	3	342	400	355	362		
INSTIT	M	21	11	260	395	338	336					16	5	310	395	338	347		
SUMMARY	M	66	33	260	425	348	346	27	15	260	425	336	342	35	14	303	415	355	355

43. CARPENTER - Hourly Rate (cents per hour)

43. CARPENTER - hourly rate (cents per hour)																			
				¢		¢		¢				¢		¢		¢			
CONSTRUC	M	438	26	200	255	255	243	297	10	203	255	255	254	40	5	200	255	200	205
MANUFACT	M	80	15	194	251	194	207	57	3	194	246	194	197	17	8	198	251	240	232
PUB SERV	M	35	6	228	255	245	243							23	4	230	255	245	243
INSTIT	M	5	3	220	255	245	242												
SUMMARY	M	566	52	194	255	255	237	376	17	194	255	255	245	81	18	198	255	220	222

Definition of Duties: Performs general maintenance duties which require qualifications as skilled tradesman.

MONTHLY SALARY AND WAGE RATES
BY TYPE OF BUSINESS

	ALBERTA					CALGARY					EDMONTON				
Type of Firm Reporting	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
			\$	\$	\$			\$	\$	\$			\$	\$	\$

44. SALESCLERK SMALLWARES

DEPT STORE F	374	18	147 225	187	188						87	6	147 225	195	194
WHOLESALE F	7	3	160 200	165	171						7	3	160 200	165	171
RETAIL F	48	13	147 220	173	169	21	5	147 195	173	168	22	4	147 220	171	171
SUMMARY F	429	32	147 225	187	185	260	9	147 225	187	188	116	13	147 225	189	189

Definition (Drugs, notions, candies, stationery, etc.) Sells merchandise of quick turnover requiring little persuasion but fast service. Fills show cases with merchandise. Is responsible for basic stock of Duties: re-ordering, requisition price cards, keeps section clean and tidy.

45. HARD GOODS SALESPERSON

DEPT STORE M	49	16	221 357	275	280						25	4	229 338	273	281
DEPT STORE F	122	12	156 231	210	204	69	3	156 230	210	210	41	6	156 231	209	205
WHOLESALE M	33	5	227 390	300	306						21	3	235 390	320	318
RETAIL M	59	19	220 350	300	290	18	4	220 325	275	276	29	9	250 350	303	303
RETAIL F	35	11	151 230	170	173	12	4	151 215	173	172	14	3	151 195	160	163
SUMMARY M	141	38	220 390	292	290	41	10	220 357	275	282	75	16	229 390	300	300
SUMMARY F	157	23	151 231	209	197	81	7	151 230	210	205	55	9	151 231	195	194

Definition (Housewares, sporting goods, china, hardware). Sells merchandise requiring fair degree of technical knowledge, i.e. fishing equipment, power tools, paint, etc. Fair amount of stock wai of Duties: and considerable housekeeping required. Re-orders basic stock for section, price cards. Arranges displays.

46. GROCERY CASHIER

DEPT STORE F	78	6	195 265	253	241	40	3	195 261	255	243					
RETAIL F	189	5	191 260	260	242										
SUMMARY F	267	11	191 265	260	242	154	5	191 261	260	243	101	3	191 265	260	243

Definition Operates cash register recording cash, charge, C.O.D. sales. Wraps and packs taken purchases. Looks after section of stock, filling of shelves, housekeeping in department. of Duties:

47. BUTCHER

DEPT STORE M	21	8	303 385	372	365										
RETAIL M	104	6	300 385	381	371										
SUMMARY M	125	13	300 385	381	370	64	3	310 385	381	377	51	3	303 385	385	368

Definition Carries sides of beef, etc., from receiving dock to cooler. Cuts sides of meat into various cuts. Does housekeeping in the cutting room. of Duties:

48. MEAT PACKER

RETAIL F	104	5	199 260	260	250										
SUMMARY F	110	8	199 260	260	250	66	4	199 260	260	249					

Definition Scales cuts of meat, marks price and weight, wraps in cellophane wrapper and places in counter. Is responsible for housekeeping in pre-pack room. of Duties:

MONTHLY SALARY AND WAGE RATES

BY TYPE OF BUSINESS

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Type of Firm Reporting	ALBERTA					CALGARY					EDMONTON				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
			\$	\$	\$			\$	\$	\$			\$	\$	\$

50. DISPLAYMAN

DEPT STORE	M	32	11	217	368	306	301	14	4	258	368	324	310	16	5	217	368	279	292
RETAIL	M	3	3	260	325	303	296	3	3	260	325	303	296						
SUMMARY	M	37	15	217	368	303	299	19	8	258	368	303	305	16	5	217	368	279	292

Definition: Uses high degree of creative ingenuity in arranging window and interior displays through use of coordinated merchandise and display materials.
of Duties:

53. SALESPERSON FASHION ACCESSORIES

DEPT STORE	F	182	12	147	286	209	203	82	4	161	286	209	204	83	7	151	280	217	211
RETAIL	F	61	12	145	242	151	165	27	3	145	191	145	151	32	5	147	242	171	178
SUMMARY	F	243	21	145	286	195	194	109	7	145	286	198	191	115	12	147	280	201	201

Definition: (Hosiery, neckwear, lingerie, handbags, etc.) Sells merchandise requiring fair degree of persuasion, knowledge of fashion and fabrics important. Demonstrates the important
of Duties: features of the product. Is responsible for care of section of stock, housekeeping, basic stock re-orders.

54. WOMEN'S WEAR SALESWOMAN

DEPT STORE	F	168	17	147	242	207	202							71	6	151	242	209	203
RETAIL	F	51	10	130	238	173	179	23	4	130	229	161	173	18	3	151	238	205	196
SUMMARY	M																		
SUMMARY	F	222	26	130	242	204	196	90	7	130	242	207	202	92	10	150	242	209	201

Definition: (Coats, suits, dresses, millinery.) Sells merchandise requiring high degree of selling ability. Must know fashions very well. Models and demonstrates clothing. Cares for section
of Duties: of stock, does some display work, may do some minor fitting.

55. CORSET SALESWOMAN

DEPT STORE	F	34	12	182	254	213	214	12	4	182	254	214	218	17	5	182	251	217	214
SUMMARY	F	36	14	182	254	213	212	12	4	182	254	218	218	18	6	182	251	209	212

Definition: Sells and fits ladies corsets, brassieres, etc., counsels customers in problems of anatomy and posture. Position requires high degree of tact, tolerance and understanding.
of Duties:

56. SHOE SALESMAN

DEPT STORE	M	42	13	217	350	285	290							27	5	217	350	303	295
DEPT STORE	F	49	12	165	281	244	228	20	3	165	281	264	244	24	6	165	275	241	226
RETAIL	M	14	8	195	346	286	269	4	3	260	303	295	288	5	3	281	346	325	319
RETAIL	F	9	5	171	281	215	210												
SUMMARY	M	58	22	195	350	285	282	15	6	242	346	285	284	34	10	200	350	303	294
SUMMARY	F	58	17	165	281	232	225	25	5	165	281	254	240	27	8	165	275	225	224

Definition: Fits and sells shoes. Looks after a section of stock. Orders basic stock. Is responsible for housekeeping in section. Knowledge of leathers, fitting and anatomy of foot
of Duties: required.

MONTHLY SALARY AND WAGE RATES
BY TYPE OF BUSINESS

Type of Firm Reporting	ALBERTA					CALGARY					EDMONTON				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
			\$	\$	\$			\$	\$	\$			\$	\$	\$

57. MEN'S AND BOYS' FURNISHINGS SALESPERSON

DEPT STORE M	29	9	195 338	271 274	13	3	209 303	271 262	16	6	195 338	273 295
DEPT STORE F	46	14	153 255	211 204	21	3	153 255	220 209	18	5	173 251	211 211
SUMMARY M	33	11	195 338	271 271	17	5	209 303	260 259	16	6	195 338	273 285
SUMMARY F	53	16	151 255	195 200	24	6	151 255	218 204	22	6	160 251	197 205

Definition: Sells merchandise requiring style sense, knowledge of fabrics. Must have considerable persuasive ability. Looks after section of stock, basic stock re-orders, housekeeping
of Duties: in section.

58. MEN'S AND BOYS' WEAR SALESMAN

DEPT STORE M	53	14	235 346	303 298					33	4	238 346	303 300
RETAIL M	12	5	281 325	303 302								
SUMMARY M	67	18	235 346	303 297	20	5	260 325	303 302	37	6	238 346	303 298

Definition: Sells men's and boys' suits, coats, etc. Requires high degree of selling ability. Is responsible for stock-work, i.e. bringing stock to the floor and other heavy work in department.
of Duties: Is responsible for re-order basic stock, housekeeping.

59. HOME FURNISHINGS SALESPERSON

DEPT STORE M	49	9	260 430	329 332	25	4	260 430	341 349	17	3	260 410	335 329
DEPT STORE F	59	8	182 260	225 221					32	4	182 260	225 226
RETAIL M	25	7	260 433	325 328	20	4	260 433	314 326				
SUMMARY M	74	16	260 433	325 330	45	8	260 433	325 339	17	3	260 410	335 329
SUMMARY F	61	9	182 260	225 222					32	4	182 260	225 226

Definition: (Furniture, floor coverings, drapes.) Sells merchandise requiring high degree of selling ability and color sense. Advises customers on room settings, coordination of furnishings.
of Duties: Is responsible for moving of stock (male only), housekeeping in department.

60. TAILOR

DEPT STORE M	12	7	260 330	306 300	5	3	268 329	287 298	6	3	260 330	325 307
RETAIL M	5	4	260 303	303 290	5	4	260 303	303 290				
SUMMARY M	17	11	260 330	303 297	10	7	260 329	295 294	6	3	260 330	325 307

Definition: Alters ready made garments according to fitters instructions. Operates sewing machine, Hoffman press.
of Duties:

61. * TAILORESS

DEPT STORE F	21	8	151 235	215 204					12	5	151 235	198 198
RETAIL F	25	10	161 238	173 180	8	4	161 238	173 186	14	3	161 217	173 176
SUMMARY F	51	19	151 238	184 189	16	6	161 238	211 202	31	9	151 235	182 184

Definition: Same as Tailor except presses with flat iron.
of Duties:

MONTHLY SALARY AND WAGE RATES
BY TYPE OF BUSINESS

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Type of Firm Reporting	ALBERTA					CALGARY					EDMONTON				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
			\$	\$	\$			\$	\$	\$			\$	\$	\$

62. WAREHOUSE ORDER DESK CLERK

WHOLESALE	M	126	50	215	350	280	277	53	24	215	350	280	280	68	23	215	350	280	276
RETAIL	M	16	9	225	350	291	297	7	3	249	350	325	308	7	4	225	350	300	296
SUMMARY	M	151	64	215	350	280	280	61	28	215	350	282	284	78	30	215	350	280	279

Definition Takes orders and sells merchandise. Writes up mail orders and orders received by telephone. Performs other clerical functions pertaining to sale and delivery of merchandise to customers.
of Duties:

63. WAREHOUSE COUNTERMAN

MANUFACT	M	14	10	249	325	310	295							3	3	260	325	310	298
OIL FIRMS	M	5	3	341	350	350	348							5	3	341	350	350	348
WHOLESALE	M	117	40	215	350	270	268	56	19	215	350	271	270	39	14	225	335	270	267
AUTOMOTIVE	M	59	22	215	350	295	287	16	10	215	325	268	265	35	5	225	350	300	306
RETAIL	M	9	7	230	350	265	272												
SUMMARY	M	209	76	215	350	275	277	80	31	215	350	275	270	89	29	225	350	285	288

Definition Waits on immediate order customers in call-order department. Must have specialized knowledge of particular department in which he works. Performs other clerical functions pertaining
of Duties: to sale and delivery of merchandise to customers.

64. WAREHOUSE QUOTATION CLERK

WHOLESALE	M	19	13	278	403	363	348	7	5	280	403	368	357	12	8	278	400	359	343
AUTOMOTIVE	M	11	4	250	340	275	284							10	3	250	340	270	287
SUMMARY	M	34	20	250	403	309	321	8	6	255	403	354	344	25	13	250	400	300	317

Definition Prepares priced quotations and bids for customers. Is responsible for submitting these quotations within period specified by customer. Has thorough knowledge of all lines of
of Duties: merchandise handled.

65. WAREHOUSE ORDER CLERK

MANUFACT	M	19	7	230	335	281	285												
DEPT STORE	M	4	4	195	238	198	207												
WHOLESALE	M	142	37	190	330	235	236	47	17	190	330	250	249	92	17	190	275	230	229
AUTOMOTIVE	M	7	4	190	275	225	228							6	3	205	275	233	235
RETAIL	M	9	4	195	292	225	237	6	3	195	292	250	247						
SUMMARY	M	185	59	190	335	236	241	59	24	190	330	250	250	117	26	190	335	230	234

Definition Picks merchandise from bins and shelves to fill customers orders. Moves merchandise in warehouse truck to packing room and lays it out on packing bench ready for checking.
of Duties:

66. WAREHOUSE CHECKER

MANUFACT	M	17	4	276	344	332	321												
WHOLESALE	M	50	20	210	305	263	260	13	8	210	280	260	254	36	11	210	305	277	263
RETAIL	M	23	3	240	315	315	308												
SUMMARY	M	92	28	210	344	291	283	47	12	210	344	315	300	41	14	210	325	275	265

Definition Checks customers' orders as filled by order clerks against original order form. Verifies accuracy of type and quantity.
of Duties:

MONTHLY SALARY AND WAGE RATES
BY TYPE OF BUSINESS

Type of Firm Reporting	ALBERTA					CALGARY					EDMONTON				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
			\$	\$	\$			\$	\$	\$			\$	\$	\$

67. WAREHOUSE PACKER

MANUFACT	M	44	8	174	326	296	294					23	5	195	326	320	301		
WHOLESALE	M	76	29	175	296	239	230	29	14	175	296	240	240	43	13	175	268	232	226
WHOLESALE	F	17	4	143	228	228	208												
SUMMARY	M	125	40	174	326	251	254	39	17	175	326	240	258	70	20	175	326	250	253
SUMMARY	F	37	7	143	228	178	187												

Definition Packs merchandise which is sold in less than factory pack quantity. Prepares packing list showing contents and weight of each package.
of Duties:

68. WAREHOUSE RECEIVING CLERK

MANUFACT	M	20	18	225	338	291	289	6	5	271	338	302	303	9	9	225	338	291	281
OIL FIRMS	M	6	3	250	321	275	281												
DEPT STORE	M	70	13	209	338	260	271	23	4	209	329	260	272	30	5	209	338	281	281
WHOLESALE	M	65	41	200	337	260	263	29	21	200	337	275	273	32	16	200	320	250	253
AUTOMOTIVE	M	9	7	205	275	250	246							6	4	210	275	258	252
RETAIL	M	15	11	200	298	260	256	4	4	200	260	228	228	10	6	206	298	278	270
RETAIL	F	3	3	117	145	143	135												
INSTIT	M	3	3	250	328	250	299												
SUMMARY	M	202	100	200	338	271	269	67	39	200	338	274	272	107	47	200	338	275	270
SUMMARY	F	5	5	117	217	145	165												

Definition Receives incoming shipments from all types of carriers. Checks items received against expense bills noting any shortages or damage. Opens packages and lists contents on receiving of Duties: report forms and performs other clerical duties incidental to recording receipt of merchandise.

69. WAREHOUSE SHIPPING CLERK

MANUFACT	M	60	28	248	356	338	321	14	8	265	356	344	328	36	13	248	356	338	322
OIL FIRMS	M	8	5	250	325	293	287							7	4	250	325	300	290
DEPT STORE	M	10	4	238	345	303	303												
WHOLESALE	M	85	54	220	356	275	278	28	20	220	356	275	280	49	27	220	354	275	276
AUTOMOTIVE	M	6	6	240	330	293	292							3	3	240	325	285	283
RETAIL	M	20	12	220	325	250	260	8	6	220	325	239	255	10	5	220	305	281	268
SUMMARY	M	201	112	220	356	285	291	57	40	220	356	285	290	123	56	220	356	286	291

Definition Assembles customers packed orders as received from packing room. Prepares bills of lading from packing lists supplied by packers. Checks orders onto trucks or drays and obtains of Duties: driver's receipt for same. Performs other clerical functions pertaining to shipping.

MONTHLY SALARY AND WAGE RATES
BY TYPE OF BUSINESS

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Type of Firm Reporting	ALBERTA					CALGARY					EDMONTON				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
			\$	\$	\$			\$	\$	\$			\$	\$	\$

70. WAREHOUSE STOCKMAN OR FLOORMAN

CONSTRUC	M	7	5	250	353	335	318	6	4	250	353	335	321		
MANUFACT	M	21	15	223	350	303	305							10	8
OIL FIRMS	M	7	4	265	350	350	333								
PUB SERV	M	18	7	280	348	334	324							9	5
DEPT STORE	M	43	7	221	348	303	294	26	3	238	348	281	283		
WHOLESALE	M	66	35	220	333	280	279	13	12	225	335	292	280	51	21
AUTOMOTIVE	M	16	9	225	350	300	296	11	5	290	350	300	310	4	3
RETAIL	M	9	8	225	345	285	275	5	4	238	345	303	299	3	3
INSTIT	M	6	6	240	315	287	281							3	3
SUMMARY	M	193	96	220	353	300	294	76	34	225	353	300	299	99	48

Definition Responsible for stock of merchandise in one area or department. Stores new merchandise in proper location as it arrives. Fills orders for immediate order department. May supervise
of Duties: one or more warehousemen assisting him.

71. WAREHOUSEMAN

MANUFACT	M	81	17	196	314	272	262							24	11
OIL FIRMS	M	10	3	200	307	245	257								
PUB SERV	M	82	6	220	314	250	263								
DEPT STORE	M	24	8	209	312	260	266	16	4	209	303	260	259	4	3
WHOLESALE	M	175	44	200	300	272	257	67	17	200	300	280	260	94	23
AUTOMOTIVE	M	9	4	200	290	250	250							8	3
RETAIL	M	13	9	200	310	250	252	5	3	217	310	230	242	8	6
INSTIT	M	10	7	198	300	263	261								
SUMMARY	M	406	99	196	314	262	260	111	29	200	314	276	264	215	54

Definition Stores merchandise in bins and shelves, moves merchandise from surplus stocks to bins, fills orders and does other similar tasks under direction of stockman.
of Duties:

72. WAREHOUSE STOCKTAKER

MANUFACT	M	14	8	270	375	339	322	5	3	270	375	344	336	6	3
OIL FIRMS	M	6	4	230	375	328	318							3	3
WHOLESALE	M	29	16	200	356	236	251	8	6	215	356	244	268	21	10
RETAIL	M	4	4	225	290	260	258	3	3	250	290	260	270		
SUMMARY	M	68	38	200	375	277	280	21	14	215	375	300	297	44	21

Definition Takes periodic warehouse inventory, maintains stock books and performs related duties.
of Duties:

73. ELEVATOR OPERATOR

MANUFACT	M	4	3	326	326	326	326								
DEPT STORE	M	5	3	249	290	281	277								
WHOLESALE	M	4	3	220	240	236	233								
RETAIL	M	10	6	197	315	210	232								
SUMMARY	M	35	15	197	326	243	251	12	6	197	326	264	259	21	8

Definition Operates large freight elevator in either shipping or receiving departments. Moves incoming merchandise from receiving department to upper floors, or packed orders from packing
of Duties: rooms to shipping department.

MONTHLY SALARY AND WAGE RATES
BY TYPE OF BUSINESS

Type of Firm Reporting	ALBERTA					CALGARY					EDMONTON				
	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
			\$	\$	\$			\$	\$	\$			\$	\$	\$

74. PAY-ROLL CLERK

CONSTRUC	M	22	13	240	413	320	303	15	6	240	375	325	298	6	6	275	413	320	327
CONSTRUC	F	3	3	200	238	210	216												
MANUFACT	M	20	17	238	400	309	318	4	4	275	346	299	304	8	7	238	385	309	308
MANUFACT	F	15	12	200	330	238	242							12	9	200	275	238	233
OIL FIRMS	M	13	12	275	385	325	328	10	9	275	385	322	326	3	3	280	370	355	335
OIL FIRMS	F	18	14	215	330	283	277	17	13	215	330	270	274						
PUB SERV	M	10	3	260	374	331	326												
DEPT STORE	F	10	7	209	359	266	267	5	3	209	359	271	267						
WHOLESALE	F	5	5	200	350	230	256							3	3	200	350	225	258
AUTOMOTIVE	F	6	6	230	270	248	247							5	5	230	270	245	247
RETAIL	M	12	7	259	400	302	313	9	5	259	400	330	322						
RETAIL	F	7	4	203	287	227	237												
SUMMARY	M	84	59	238	413	322	315	44	29	240	400	325	313	28	20	238	413	315	318
SUMMARY	F	71	56	200	359	250	259	35	25	204	359	267	267	32	27	200	350	239	248

Definition: Computes pay due each worker and prepares pay-roll. May make out pay cheques and assist Paymaster in making up and distributing envelopes. May use calculating machine, of Duties: cheque-writing machine, or typewriter.

75. PURCHASING AGENT

CONSTRUC	M	16	14	338	600	408	457	7	5	340	600	400	467	8	8	338	600	430	454
MANUFACT	M	37	34	325	583	420	424	11	11	350	528	375	405	17	15	325	583	425	439
OIL FIRMS	M	19	18	300	600	510	495	16	15	300	600	518	498	3	3	410	565	475	483
PUB SERV	M	10	5	325	575	380	392							5	3	325	575	363	395
WHOLESALE	M	45	26	300	550	375	386	14	12	303	500	388	395	21	9	300	550	392	394
AUTOMOTIVE	M	9	7	300	450	330	349							6	3	300	420	320	340
RETAIL	M	15	12	300	600	416	426	4	4	300	500	426	412	10	7	325	600	438	432
INSTIT	M	6	6	335	595	368	419							3	3	335	595	375	435
SUMMARY	M	157	121	300	600	400	419	57	49	300	600	416	438	73	51	300	600	400	417
SUMMARY	F	4	4	190	270	245	237	3	3	190	270	249	236						

Definition: Directly or through subordinates, supervises the purchase of supplies, raw materials, equipment, and machinery necessary for the operation and maintenance of an organization. Endeavours of Duties: to locate the best source of supply and obtain the most favourable prices and terms. Draws up contracts and specifications or approves those drawn up by technical workers.

76. LAB TECHNICIAN

INSTIT	M	8	4	320	390	360	361												
INSTIT	F	58	12	260	345	285	287	21	3	274	344	287	297	26	4	260	325	285	281
SUMMARY	M	20	8	320	425	376	372	4	3	320	390	336	345	13	4	370	425	376	384
SUMMARY	F	58	12	260	345	285	287	21	3	274	344	287	297	26	4	260	325	285	281

Definition: Similar duties to those of Lab Technician Position 29, but incumbent must possess the designation R.T. (Registered Technician). of Duties:

